

Kristin Klein Wheaton

Partner

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Experience

Kristin Klein Wheaton counsels and defends the interests of clients facing employment and labor issues, civil rights and discrimination claims, and complex commercial disputes. A skilled problem solver with over 20 years of legal experience in both the private and public sectors, and previously as in-house counsel, Kristin's wide-ranging practice includes labor and employee relations, contract negotiations, conducting internal investigations, and assisting clients with Human Resources and employment counseling, as well as the creation and maintenance of compliance policies and strategies for state and federal laws. These clients include municipal bodies, such as towns, villages, counties, law enforcement bodies, and public entities; long-term care facilities, colleges and universities, and nonprofits; and the full gamut of private sector employers, in fields from health care and hospitality to logistics and manufacturing.

Kristin has represented her clients in labor and employment matters brought in New York State Supreme Court, United States District Courts, as well as appellate courts in both New York State and the United States Second Circuit Court of Appeals. Kristin has defended her clients before administrative agency proceedings, including, but not limited to, hearings before the National Labor Relations Board (NLRB) and the Public Employment Relations Board (PERB), as well as in arbitrations and traditional labor negotiations. Kristin's record of success in litigation, hearings, arbitrations, and negotiations is proof of her skill at achieving highly favorable settlements and agreements, saving her clients time and legal dollars and avoiding the distraction, risk, and publicity of a trial. Kristin also is adept at negotiating employment agreements and severance agreements and has extensive experience conducting and counseling on internal employee investigations and audits.

Kristin also serves as an Adjunct Professor at Hilbert College in the Legal Studies department.

Honors

- Honors Martindale-Hubbell Judicial and Peer Review Rating: AV Preeminent
- *Best Lawyers in America*
 - Employment Law—Management, 2017–22
 - Labor Law—Management, 2022
 - Litigation—Labor and Employment, 2022
 - Commercial Litigation, 2022
- Upstate New York *Super Lawyers*, 2020-21
- *Chambers USA*, Upstate New York Employment and Labor—Band 2, 2019-21
- ATHENA Award finalist, 2019
- *Buffalo Business First* and the *Buffalo Law Journal*, Legal Elite of Western New York, 2015