



Lei Chen Partner

Practice Areas: Human Resources and Labor Relations, Dispute Resolution, Government Regulatory Compliance

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Professional Experience

Mr. Chen is a partner at Merits & Tree. Prior to joining Merits & Tree, Mr. Chen specialised in labour law at Lantai Partners and served as the Chief Departure Negotiation Officer and CEO of Beijing Zhongxinrui Management Consulting Co., Ltd.

Mr. Chen has provided many renowned Chinese and foreign companies with consultation, litigation and training services in labour law, and possesses extensive experience in handling such large-scale labour relations projects as employee resettlement and economic layoffs. He has represented more than 30 large-scale employee resettlement projects, including the LeTV project and communicated with around 2,000 people face-to-face. He is skilled at protecting the employer's reputation to the greatest extent while communicating effectively with different employees regarding resettlement.

Education

LLM, Shanghai University of International Business and Economics

Qualifications

Mr. Chen has been admitted to practice in the People's Republic of China.

Mr. Chen is currently the Expert Committee Member, Guangdong Human Resources Management Association.

Working Language

Chinese and English

Representative Cases

- Representing an internet company in a 1,200-person resettlement project. The company then reorganised and was successfully listed on the US stock market.
- Representing a company in the multi-regional employee resettlement when the layoffs received great media attention, the company's top executives fled overseas, and a large number of assets were seized.

- Entering the mediation as a third party, successfully facilitated communication, comforted the employees and addressed their demands, and prevented a larger-scale public incident when the fund withdrawal of a foreign company caused the employees to protest at the headquarters, drawing the attention of the ambassador and local police.
- Successfully representing a foreign company in smoothly resettling 1,600 employees in different locations, protecting the company under great media attention.
- Representing a foreign company in closing the factory and successfully resettling over 80 employees.
- Representing a Sino-foreign joint venture energy company to resettle over 150 employees in 22 cities successfully.
- Representing a company in successfully resettling all its employees after the company's factory was closed. Some of the core employees moved to the south with the company.
- Successfully representing a financial company in resettling over 400 employees in full compliance with financial industry regulations.
- Representing a company in communicating effectively with various special employees, including but not limited to corporate executives, female employees in pregnancy, parturition, or lactation, and employees with work injuries. Due to successful communication, no complaint was filed.