

# Yang Li Partner

Human Resources and Labor Relations | Dispute Resolution Regulatory and Compliance



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Beijing

Yang Li is a partner at Merits & Tree. Ms. Li's main practice areas are human resources and labor relations, and dispute resolution, with more than 10 years of experience. Ms. Li has long provided specialised services to numerous multinational corporations, state-owned enterprises, and prominent internet companies. These encompass employment legal advice, employment risk prevention and control, review of regulations and systems, drafting of personnel documents, special protection for female employees, as well as employee transfers, redundancies, and resettlement during corporate restructuring, mergers and acquisitions, and reorganisations. Ms. Li's client base spans industries including internet, power, aerospace, biopharmaceuticals, manufacturing, technology, finance, and media. Ms. Li possesses particular expertise in establishing HR compliance system, managing major collective labour disputes, resolving executive departure disputes, and handling work injury recognition and compensation matters. Ms. Li also brings substantial experience in labour dispute arbitration and litigation, representing clients in mediation and negotiation to achieve efficient dispute resolution through precise legal judgement.

Prior to joining M&T, Ms. Li worked at Beijing Lantai Law Firm.

## Achievements

## Establishment of Human Resources Compliance System

- Provided specialised human resources compliance services for a listed aerospace technology company, including due diligence, drafting and refinement of policies and documentation, and implementation of compliance systems;
- Provided specialised human resources compliance services for a major modern industrial conglomerate in Inner Mongolia, including due diligence, drafting and refinement of policies and documentation, implementation of compliance systems, and specialised training programmes;
- Provided specialised human resources compliance services for a major multinational medical device company, streamlining and refining relevant HR processes, systems, and documentation;
- Provided specialised human resources compliance services for a major multinational lubricants company, streamlining and refining relevant HR processes, systems, and documentation;
- Provided specialised human resources compliance services for a domestic neurointerventional medical device company, streamlining and refining relevant HR processes, systems, and documentation;
- Provided specialised human resources compliance services for a leading domestic artificial intelligence and big data enterprise, streamlining and refining relevant HR processes, systems, and documentation;
- Provided specialised human resources compliance services for a national-level integrated internet video broadcasting platform, streamlining and refining relevant HR processes, systems, and documentation;
- Provided specialised human resources compliance services for a mobile financial intelligence platform, streamlining and refining relevant HR processes, systems, and documentation;
- Provided specialised human resources compliance services for a domestic medical artificial intelligence company, reviewing and refining relevant processes, systems, and documentation;
- Provided specialised human resources compliance services for a domestic fintech company, reviewing and refining relevant processes, systems, and documentation.

## Labour Arbitration and Litigation

- Provided legal services for a major content platform company in collective labour dispute litigation;
- Provided legal services for a high-tech enterprise in collective labour dispute litigation;
- Provided legal services for labour dispute litigation on behalf of a listed aerospace technology company;
- Provided legal services for labour dispute litigation on behalf of a railway design company;
- Provided legal services for labour dispute litigation on behalf of a water conservancy and power company;
- Provided legal services for termination of employment relationships on behalf of a multinational telecommunications company;
- Provided legal services for termination of employment relationships on behalf of a multinational manufacturing company;
- Provided legal services for labour dispute litigation on behalf of several large, well-known internet companies;
- Provided legal services to a domestic semiconductor company concerning termination of employment relationships.
- Provided legal services to a district human resources and social security bureau concerning litigation for work injury recognition.

## Permanent Legal Services and Specialized Legal Services in Labor Law

- Providing routine labour law advisory services to multiple state-owned enterprises, foreign-invested enterprises, and internet companies, offering comprehensive, end-to-end, full-spectrum legal services covering key areas such as recruitment and hiring, employment model design, onboarding management, in-service compliance, and departure control;
- Assisted a multinational corporation with personnel relocation services during business restructuring, including relocation plan design and departure negotiation;
- Assisted a multinational corporation with personnel relocation services during factory closure, including relocation plan design and departure negotiation;

- Assisted a university-affiliated reception centre with personnel relocation services during business restructuring, including relocation plan design and departure negotiation;
- Provided legal services to a technology company concerning staff redeployment during a merger and acquisition, including designing staff redeployment plans and negotiating severance terms;
- Provided legal services to a cultural and tourism company concerning staff redeployment during business restructuring and a merger and acquisition, including designing staff redeployment plans and negotiating severance terms.

## Education

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LL.M., China University of Political Science and Law

## Admissions

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PRC Bar

## Language

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Chinese、English