



## Cho, Sang Wook (Partner)

<b>Practice Areas</b>	Labor & Employment
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Sang Wook Cho is a partner at Yulchon who practices primarily in the areas of labor and employment. He joined Yulchon as an associate in 1999 and became a partner in 2007. From 2003 to 2004, Mr. Cho worked on secondment at the Korean branch of General Electric International, Inc.

As deputy head of Labor & Employment Group of Yulchon, Mr. Cho provides advisory services to leading domestic companies and foreign corporations on the Korean Labor Standard Act, the Act on the Protection, etc., of Dispatched Workers, the Act on the Protection, etc., of Fixed-term and Part-time Employees, the Trade Union and Labor Relations Adjustment Act and other labor laws, and represents companies in the cases for labor dispute issues such as regarding dismissal, wage and illegal dispatch of workers. Mr. Cho also advises on internal inquiry, negotiation and HR compliance program issues.

Mr. Cho speaks often at seminars and conferences for Amcham, BCKK and Korea Employers Federation and delivers lectures in workshops of Korean companies including Samsung Human Resources Development Center, Samsung Group and Lotte Group on labor reform, ordinary wage, disguised contracting-out, multiple labor union and temporary workers. He also writes labor columns and articles for Work Law, a monthly journal.

In 2016, he was selected as a leading lawyer by Chambers Asia Pacific, and Legal 500 in the field of employment and named as an expert by Who's Who Legal in the fields of labor & management as well as pension & benefits. Since 2016, he has served as advisory lawyer of the Ministry of Employment and Labor.



## Education

- Cornell University Law School, LL.M. (2004)
- Judicial Research and Training Institute, the Supreme Court of Korea (1998)
- Seoul National University, LL.B. (1994)

## Experience

- Yulchon LLC (1999-present)
- Advisory lawyer, Ministry of Employment and Labor (2016-present)
- Member of Discrimination Remedy Committee, National Human Rights Commission of the Republic of Korea (2013-present)
- Non-executive Board Member, Society of Labor Law Theory and the Profession (2014~2016)
- Adjudication Member of Public Interests, Seoul Regional Labor Relation Commission (2013~2015)
- In-house Counsel, Korean Branch of General Electric International (Secondment) (2004-2005)

## Representative Work

- Successfully represented a company in appeals requesting remedies for unfair dismissal (2016)
- Advised a foreign company on its acquisition of a branch of Korean securities company (2016)
- Successfully represented a company in the first trial regarding ordinary wage (inclusive wage system) (2016)
- Successfully represented H group in the first trial regarding ordinary wage (2016)
- Advised a foreign company on the labor issue arising in connection with its acquisition of a Korean company's business unit (2016)
- Advised a foreign company on the manpower restructuring arising in connection with the transfer of business units (2016)
- Modified all of the regulations and by-laws of Kangwon Land (2015)
- Advised a foreign company on the preparation for investigation by the Employment and Labor Administration (2015)

- Advised an electronic manufacturer on the recruitment of former employees of competing companies (2015)
- Advised a financial company and a manufacturing company on the restructuring such as layoff (2015)
- Provided a company with consulting services on the reform of the wage system (2015)
- Advised MBK Partners on its acquisition of Homeplus (2015)
- Advised I Group on the protection of trade secrets (2014)
- Advised a foreign company and a manufacturing company on the specific approach to the actions of labor unions including collective bargaining (2014)
- Advised a foreign company on the manpower restructuring (2014)
- Advised a foreign company on the labor issue arising from merger (2014)
- Advised a foreign company on the labor and management negotiation over relocation of factory (2014)
- Advised a foreign company on the correction of illegal dispatch (2013)
- Represented 20 companies including public enterprises in lawsuits regarding ordinary wage (2013)
- Advised a manufacturing company on the labor and management negotiation over change of affiliate (2013)
- Advised a manufacturing company in relation to the inspection of compliance in the labor sector (2012)
- Successfully represented a company in the declaratory litigation for nullity of dismissal seeking wage payment (2012)
- Advised a foreign multinational corporation on the sexual harassment and conducted negotiaton (2011)

Lectured for Samsung Human Resources Development Center, Samsung Group inhouse counsels, Shinsegae Group, Korea Employers' Federation, Korea Listed Companies Association, Federation of Korean Industries, etc. on the ordinary wage, discrimination of non-regular workers, illegal dispatch and internal audit.

### **Major Lectures on Human Resources Management**

- Has lectured at Samsung Human Resources Development Center more than 50 times (2013-present)



## Article/Books

- Legitimacy of Underperforming Employee Management, Work Law (Dec. 2016)
- Review and Prospect of Agreement Between Labor, Management and Government, Legal Times (Oct. 2015)
- Labor Law Issues and Considerations of Practical Steps for Restructuring, Work Law (Oct. 2014)
- HR Law Issues Frequently Raised During the Practical Steps (1) – Executive Officer, Work Law (Jan. 2014)
- Considerations for Labor Management In Preparation of Expansion of Discriminatory Treatment Scope, Work Law (Oct. 2013)
- How to Select Employees for Termination in 'Reasonable and Fair' Manner, International Law Office (2013)
- Discontinuance of Business, Work Law (Feb. 2013)
- Dismissal Based On Poor Performance, Invest Korea (2012)
- Too Big, Too Small, Just Right: Restrictive Employment Agreements in Korea, AMCHAM Journal (2011)
- Taming the Tiger: Understanding Korea's Labor Laws (Article), American Lawyer Winter (2011)

## Qualifications

- New York (2007)
- Republic of Korea (1999)

## Languages

- Korean, English