



SEONG HONG

/Partner

Attorney

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Biography

Seong Hong is a partner at Yoon & Yang LLC and his main practice areas include personnel matters, labor relations, criminal trial proceedings, and corporate litigation. In particular, Hong has a professional hands-on experience with labor relations and accumulated experience while taking charge of several cases, including the relief cases of unfair dismissal and unfair labor practice, litigations for discharge and ordinary wages, counseling regarding the extension of retirement age and the management of temporary employees (including in-house subcontracting, illegal dispatch, Act on temporary employees and more), as well as counseling on enactment and amendment of the rules of employment and the collective agreements. For years, Hong had successfully carried out management projects such as the company's management process of performance and capacity. Currently, he is a member of Society of Labor Law under Korean Supreme Court.

Education

- 2014 University of Southern California Gould School of Law, LL.M.
- 2008 Korea University Graduate School of Law
- 2004 Korea University College of Law, LL.B

Experience

- 2017_present Partner, Yoon & Yang LLC (formerly Yoon Yang Kim Shin & Yu, 2006-2009)
- 2018_present Member, Society of Labor Law Theory and Profession
- 2011_present Commissioner, Research Group of the Practice of Labor Law, Supreme Court
- 2009_17 Associate, Yoon & Yang LLC (formerly Yoon Yang Kim Shin & Yu, 2006-2009)
- 2006_09 Judge Advocate, Ministry of Justice
- 2006 Completed the 36th class of the Judicial Research and Training Institute

- 2003 Passed the 45th Korean Bar Examination

Publications

1. The Bargaining Channel Unification Procedure and the Bargaining Unit Separation System – Labor Law, Jun. 2019
2. Chambers Global Practice Guides : Employment 2019
3. The Necessity for the "52-hour" Weekly Working Hours and Policy Improvements – Korea Herald 2018
4. "Practical Issues of Presumed Work Hours System on the Labor outside Workplace," Labor Law, July 2018
5. "Minimum Wages and the Changes of Salary System," Labor Law, April 2018
6. "Legal Suggestions on How to Solve the Delayed Payment of Wages Issues in Service Industries," Labor Law, January 2018
7. "Enlarged Introduction of Performance-Based Annual Salary System and Rationality Theory from the Perspective of Common Sense," Labor Law, July 2016
8. "Legal Issues on the Fairness Standards in Low Performer Assessment (co-author)," Labor Law, May 2016
9. "Case Review - Good Faith Decision on Ordinary Wage Dispute," Labor Law, March 2016
10. "Key Issues on Benefits from Improper Dismissal Relief Program and Lawsuit," Labor Law, January 2016
11. "Practical Issues of Requirements for Types and Legitimacy of Personnel Transfers," Labor Law, November 2015
12. "Validity and Legal Characteristics of Agreement on Return of Signing Bonus," Labor Law, September 2015
13. "Obligation of Employment and Legal Fiction of Employment for Dispatched Workers," Labor Law, July 2015
14. "Criteria for Differentiating Inter-Company Subcontract and Worker Dispatching," Labor Law, May 2015
15. "Practical Issues of Recognition of Workers' Status for Commissioned Drivers," Labor Law, March 2015
16. "Contractor's responsibility for the violation of Occupational Safety and Health Act" – Labor Law (Sep. 2016)
17. "Illegal dispatch and the scope of liability for damages" – Labor Law (Nov. 2016)

Representative Matters

[Labor Relations]

- Advised Company K (automobile company) on a process of performance and capability management for low-performing employees - Advised Company N (IT), Company S (telecom company), and Company B (financial company) on blanket wage system
- Represented Company H (automobile engine company), Company P (baking company), and Company S (manufacturing company) in ordinary wage litigation- Advised Company M (broadcasting company) and Corporation K on fixed-term employees and represented them in litigation
- Advised Company M (insurer) and Company S (financial company) on working hours
- Advised Company I (IT), Company H (automobile sales company), and Company M (broadcasting company) on labor inspection response
- Represented Company T (chemical company), Company M (broadcasting company), Company S (semi-conductor company), and Company S (manufacturing company) on Labor Office case regarding unfair labor practice
- Represented Company M (manufacturing company), Company S (service company), and Company P (baking company) in dispatch law violation case

- Advised Corporation I on regular worker conversion, etc.
- Represented Company L (IT) and Company G (manufacturing company) in case regarding the violation of the Occupational Safety and Health Act and provided advice
- Represented Company D (service and rental company) and Company T (clothing company) in severance pay litigation in connection with the employee status of contracted chauffeurs (Company D) and store clerks (Company T)

Practice Area

- Employment & Labor

Languages

Korean and English

Qualifications

2006 Korea