



Seungjae Lee

Partner

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Mr. Seungjae Lee is a partner at Shin & Kim, mainly practicing in the areas of labor and employment and related disputes. Since 2004, Mr. Lee has practiced as a labor and employment law specialist, providing comprehensive legal advice and litigation services to both domestic and multinational companies, as well as individual clients.

Mr. Lee has extensive experience advising on and handling disputes concerning key labor law matters, including employment contracts, termination, wages and working hours, collective bargaining, industrial accidents and serious workplace incidents, and workplace harassment. He has advised domestic and multinational companies on workforce restructuring in response to changes in business structure, including corporate restructurings, company spin-offs, turnarounds, large-scale workforce reallocations, and performance improvement programs, as well as broader organizational and HR-related matters. In addition, he provides proactive counsel on labor-management strategies and employment risk management, and has significant experience handling matters before labor commissions and labor offices, as well as administrative, civil, and criminal proceedings.

Based on his extensive practical experience, Mr. Lee continues to advise clients on a wide range of labor and employment issues and dispute resolution. He is committed to providing practical, realistic, and strategic legal advice, with a focus on protecting his clients' interests in a rapidly evolving labor law environment.

Professional Career

2026-Present	Shin & Kim LLC
2013-2026	Kim & Chang
2013	Hyundai Motor Manufacturing Alabama, USA, Kia Motor Manufacturing, Georgia, USA
2012	Epstein Becker & Green, P.C., New York, USA
2008-2013	Counsel to the Seoul Regional Employment and Labor Administration, Ministry of Employment and Labor

2008-2013	Lee & Ko
2004-2008	Jisung Law Firm
2004	Sojong Partners Law Firm
2004	Judicial Research & Training Institute of the Supreme Court of Korea

Key Experience

- Advised on workforce restructuring in connection with partial plant closures, liquidation, business transfers, and corporate spin-offs, including collective redundancies, voluntary retirement programs, and employee transfers, as well as related labor-management strategies and collective bargaining.
- Represented clients in litigation concerning ordinary wages and average wages, and advised on wage and working hours restructuring projects, including related labor-management strategies and collective bargaining.
- Represented clients in litigation concerning the employee status of platform workers, and advised on employee classification assessments and remediation initiatives.
- Advised on collective bargaining and related disputes, including the simplification of bargaining channels under multiple labor union systems
- Advised on responses to industrial actions, including lockouts and the use of replacement workers, as well as the development and implementation of contingency plans.
- Advised on the design and implementation of wage peak systems and amendments to work rules, including adverse changes to employment terms and conditions.
- Represented clients in labor office proceedings and litigation concerning illegal dispatch, and advised on risk assessments and remediation initiatives relating to illegal dispatch arrangements.
- Advised on risk assessments and remediation initiatives in connection with the so-called “Yellow Envelope Act.”
- Represented clients in criminal proceedings relating to violations of the Occupational Safety and Health Act and the Serious Accidents Punishment Act, and advised on related risk assessments and compliance remediation initiatives.
- Advised on workplace investigations and disciplinary actions concerning sexual harassment and workplace harassment.
- Represented clients in disputes concerning discrimination against non-regular employees and equal pay for equal work, and advised on related risk assessments and remediation initiatives.
- Represented clients in civil and criminal disputes concerning unfair labor practices in newly established and multiple labor union settings, including employer support for union operating expenses, provision of benefits, and interference or domination, and advised on related labor-management strategies and collective bargaining.
- Advised on HR compliance reviews and improvements, including pre-mock audits, and on responses to labor inspections conducted by labor authorities.
- Advised on trade secret misappropriation, non-compete, and non-solicitation matters, and represented clients in

related disputes, including applications for preliminary injunctions.

Education

2011-2012	Fordham University School of Law (LL.M.)
1999-2010	Seoul National University Graduate School of Law (LL.M., Labor Law)
1994-1998	Seoul National University (B.A. in Economics, Minor in Law)

Qualifications

2004	Admitted to bar, Korea
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Languages

Korean, English

Professional Activities

- The Duration of Collective Agreements—Focusing on the Termination of Collective Agreements, Master's Thesis, Seoul National University Graduate School of Law, 2010
- Practice and Characteristics of Labor Litigation, Lecture for officials of the Ministry of Employment and Labor, Korea Employment and Labor Education Institute, 2009