

Lei CHEN Partner

Human Resources and Labor Relations | Dispute Resolution Regulatory and Compliance



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📍 Beijing

Mr. Chen is the lead partner in the practice area of labor law at Merits & Tree. Prior to joining M&T, Mr. Chen worked as a full-time labor law associate at Beijing Lantai Law Firm and later founded Beijing Zhongxinrui Management Consulting Co., Ltd.

Mr. Chen has provided specialized advisory services on labor law, lawsuits, and training for multiple large-scale state-owned enterprises, central enterprises, leading Internet enterprises, and renowned wholly foreign-owned enterprises. Mr. Chen has rich experience in the field of labor relations adjustment, such as staff resettlement and economic layoffs, and has participated in the implementation of more than 30 projects of large-scale staff resettlement, with more than 2,000 face-to-face exit interviews. Mr. Chen specializes in balancing the defense of the enterprise's interests and the protection of laborers' rights and effectively conducting exit interviews with all kinds of special employees.

Achievements

Permanent Legal Advisor and Various Specialized Legal Services of Labor Law

- After joining M&T, Mr. Chen has provided various specialized legal services of labor law for renowned domestic and overseas enterprises such as Aerospace Hi-Tech Holding Group Co., Ltd, CCTV.com, Tsinghua HOLDINGS Co., Ltd., Tsinghua University, CRHMS, Xiamen Airlines, CCCC Railway Design and Research Institute Co., Ltd., Bioland Lab, Total-Sinochem, Alibaba, Tencent, Xiaomi, Youku, SIEMENS China, Elekta, Cummins, wework, Avaya, etc.

Staff Resettlement and Emergency Response

- Staff resettlement project of 1200 for an Internet enterprise, which has since been reorganized and successfully listed on the US stock market;
- An enterprise's layoffs, which attracted a large amount of media attention, the enterprise's top decision-maker fled overseas to avoid repaying debts, and many assets were seized. In this case, Mr. Chen successfully disposed of the staff resettlement from multiple regions;
- A wholly foreign-owned enterprise's divestment triggered a siege of its headquarters by employees from multiple locations, alarming the embassy and local police. As a third party, Mr. Chen intervened in the mediation work, successfully built a bridge for communication, and sorted out the employees' demands and emotions, without triggering a larger-scale mass incident;
- Assisted a wholly foreign-owned enterprise in 1600 staff resettlement to multiple regions, and successfully assisted the enterprise in all staff resettlement smoothly despite the large amount of media attention;
- Assisted a wholly foreign-owned enterprise to close its factory and successfully resettled all 80 employees;
- Assisted a Sino-foreign joint venture energy enterprise to successfully resettle more than 150 employees from 22 cities across the region;
- Successfully resettled all the employees of an enterprise that closed its factory, with some of the core employees moved to the south with the enterprise;
- Successfully assisted a financial enterprise to resettle more than 400 employees under the regulation of financial sector policies.

Honors

 2023-2024 LEGALBAND Top Ranked Lawyers: Labor & Employment

 2023 LEGALBAND Client Choice: Top 15 Labor & Employment Lawyers

Social Positions

Member of Guangdong Human Resource Management Association Experts Committee

Education

LL.M., Shanghai University of International Business and Economics

Bachelor of English Language and Literature, Tianjin Foreign Studies University

Admissions

PRC Bar

Language

Chinese、English