

Yue LAI Partner

Human Resources and Labor Relations | Regulatory and Compliance Dispute Resolution



+86 0571 8677 6616

yue.lai@meritsandtree.com

Hangzhou

Yue Lai is a partner at Merits & Tree. Prior to joining M&T, Ms. Lai worked at Beijing Lantai Law Firm.

Ms. Lai specializes in the field of human resources and labor relations, and has been professionally engaged in the research and practice of labor and social insurance law since 2016, and has been deeply engaged in this field since then. Ms. Lai has provided specialized advisory services on labor law for state-owned enterprises, public institutions, and the Internet industry. Ms. Lai has in-depth research on enterprise labor management, core talent retention, and incentives, application of law in the trial of labor dispute cases, and settlement of labor disputes. Ms. Lai has rich experience in the field of permanent legal services on labor law, and has a deep understanding of the human resources management characteristics of enterprises at different stages of development, of different scales, and different natures, and can provide customized services accordingly. Ms. Lai has participated in the implementation of large-scale staff resettlement. Ms. Lai has rich experience in exit interviews and has a deep understanding of the "group" in a labor relationship. As a litigation representative, Ms. Lai has rich experience in independent appearances in court. Ms. Lai is skilled in handling all types of labor dispute cases and the resulting cases of torts, work-related injury, social insurance, welfare treatment, etc.

Achievements

Permanent Legal Services and Specialized Legal Services in Labor Law

- Represented Total-Sinochem Fuels Co., Ltd. in providing permanent legal services of labor law;
- Represented Shanghai VC Lubricating Oil Co., Ltd. in providing permanent legal services of labor law;
- Represented PuXin HengYe Science and Technology Development (Beijing) Co., Ltd. in providing permanent legal services of labor law;
- Represented Aerospace Hi-Tech Holding Group Co., Ltd. in providing specialized legal services of labor law;
- Represented Siemens Sensors and Communication Ltd. in providing specialized legal services of labor law;
- Represented Tsinghua Holdings Co., Ltd. in providing specialized legal services of labor law;
- Represented Elekta Instrument (Shanghai) Ltd. in providing specialized legal services of labor law;
- Represented Siegenia-aubi Window and Door Hardware (Sanhe) Co., Ltd. in providing specialized legal services of labor law;
- Represented Minmetals Securities Co., Ltd. in providing specialized legal services of labor law.

Staff Resettlement

- Assisted a reception center under a holding company in staff resettlement of more than 100 employees of different employment types, and all have successfully rescinded;
- Assisted a wholly foreign-owned enterprise in closing down its factory and successfully resettled all 80 employees;
- Assisted a Sino-foreign joint venture energy enterprise in the successful resettlement of more than 150 employees from 22 cities across the region;
- After being acquired, assisted a science enterprise in staff resettlement of 60 employees;
- Assisted a state-owned securities company in staff resettlement of more than 220 employees;
- Successfully assisted a financial enterprise in staff resettlement of more than 400 employees under the regulation of financial sector policies.

Represented in Labor Dispute Cases

- Represented Tao Bao (China) Software Co., Ltd. in labor dispute cases;
- Represented Tencent Technology (Beijing) Co., Ltd. in labor dispute cases;
- Represented Beijing Dajia Internet Information Technology Co., Ltd. in labor dispute cases;
- Represented China Reform Health Management and Services Group Co., Ltd. in labor dispute cases;
- Represented Total-Sinochem Fuels Co., Ltd. in labor dispute cases;
- Represented CCTV International Network Co., Ltd. in labor dispute cases;
- Represented Elekta Instrument (Beijing) Ltd. in labor dispute cases.

Education

Admissions

PRC Bar

Language

Chinese、English