Baker McKenzie FenXun.
奋讯·贝克麦坚时



Bofu An

Partner

Beijing

FenXun Partners

Bofu An's practice focuses on labor, employment, employee relation, compensation & benefits. During his long career period, Bofu assisted clients resolving a lot of complicated labor law matters, including without limitation workforce reduction, labor union, collective bargaining, resolution of employee collective action such as strike, hiring and termination, cross-border employment, labor arbitration and litigation, labor law matters related to restructuring of company business or organization.

Professional experience

Representative Legal Matters

- Assisted a high-profile technology company laying off hundreds of employees across several cities, including some employees with difficult labor law issues.
- Assisted a MNC resolving several difficult labor litigation cases.
- Advised an MNC in successfully laying off about 1000 employees located in various cities in a recent high-profile case.
- Advised an MNC in laying off about 6000 employees who were located in several cities.
- Advised an MNC in successfully resolving a high-profile strike case triggered by a business acquisition.
- Advised an MNC on a high-profile collective bargaining case dealing with an aggressive/almost independent labor union.
- Advised an MNC in reviewing its irregular service outsourcing agreement and practice which involved thousands of vendor workers.
- Successfully obtained evidence about a former manager's joining a business competitor in breach of his non-compete obligation to the client.
- Worked with US colleagues to assist client in resolving the legacy stock option cases which involved tens of former China employees.

Location & Information

Beijing

+86 10 6535 3852

Practices

Employment & Compensation / Dispute Resolution

Languages spoken

English / Mandarin

Recognition

Professional Honors

- Leading Lawyer: Employment (PRC Firms), Chambers Greater China, 2024-2026

Qualifications & Education

Admission

- PRC, 1998

Education

- Peking University (LL.B.) (1997)

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