Baker McKenzie FenXun.
奋讯·贝克麦坚时



Zheng Lu

Senior Counsel

Shanghai

FenXun Partners

Zheng Lu routinely leads massive employment projects, such as mass layoffs, restructuring, investigations, and employee unrests/strikes, involving challenging and complex considerations. She also focuses on strategic employment counselling and developing creative employment solutions for multinational corporations in their global transactions and day-to-day operations. She regularly advises clients on all aspects of human resources management, including wages and hours, bonus and benefit plans, handbooks/code of conduct, hiring and terminations, compliance and investigation, data privacy, global assignments, sexual harassment, union issues, strikes and unrests, and labor disputes, etc.

Professional experience

Representative Legal Matters

- Led massive terminations involving 3,000 employees in connection with factory closure for a multinational textile company.
- Advised multinational pharmaceutical company in a global transaction involving employee transfers in 17 China jurisdictions.
- Advised multinational steel company on workforce restructuring involving termination and re-assignment of hundreds of employees in six business lines and 16 cities.
- Successfully defended US pharmaceutical company against wrongful termination claims involving infringement of company trade secrets worth of billion dollars; note: China's first-ever preliminary injunction for trade secret infringement cases was issued in the connected IP suit.
- Advised multinational appliance company in handling social insurance and housing fund claims worth of USD 11 million, involving tens of thousands of employees in multiple locations.

Location & Information

Shanghai

+86 21 6105 5922

Practices

Employment & Compensation

Sectors

Consumer Goods & Retail

Languages spoken

English / Mandarin

- Led comprehensive investigations toward over a dozen employees, involving corruption, IP infringement, and other global policy violation allegations, for a US listed company.
- Advised US machinery manufacturing company in handling employee strikes and collective demands.
- Advised US listed company on massive labor unrests, involving fraud, theft of trade secret, unfair competition and potential criminal conduct.

Recognition

Professional Honors

- Leading Lawyer: Employment (PRC Firms), Chambers Greater China, 2022-2026
- Leading Lawyer: Employment: PRC Law, Chambers Asia-Pacific Guide, 2021-2016
- Leading individual: Labor and employment (Foreign firms, China), The Legal 500 Asia Pacific, 2019-2026
- Rising Star of the Year, China Law & Practice, 2015-2016
- Up-and-Coming Lawyer: Employment: PRC Law (International Firms), Chambers Asia-Pacific, 2015

Qualifications & Education

Admission

- Missouri, USA, 2004

Education

- University of Iowa College of Law (J.D.) (2004)
- University of Iowa College of Law (LL.M.) (2001)
- East China University of Political Science and Law (LL.B.) (2000)

Baker & McKenzie LLP is a member of Baker & McKenzie International.