Baker McKenzie FenXun.
奋讯·贝克麦坚时



Zhang Ting has practiced labor and employment law for more than 15 years. Her practice covers a wide range of labor and employment matters in China, including labor litigation disputes, layoff, remuneration and compensation, social insurance, union matters and compliance, with a special focus on labor arbitration and litigation. Zhang Ting has handled many complex labor arbitration and litigation matters with satisfactory results. Before joining FenXun, Zhang Ting worked with FESCO for six years as a legal counsel.

Professional experience

Representative Legal Matters

- Advised various Fortune 500 companies on various labor disputes arbitration or litigation cases, including employment termination, senior manager labor disputes, non-competition and non-solicitation, compensation and benefits, hostile environment, medical period treatment, labor dispatch and outsourcing, work-related injury, and some cross-field and HR-related disputes such as tax, trade secret and infringement disputes, etc.
- Advised a consulting company on a complex labor litigation case against a senior management. Successfully raised Civil Adjudication Supervision Procedure and led to the procuratorate's protest, which is very rare in a labor dispute case.
- Advised the Chinese subsidiaries of a Fortune 500 pharmaceutical company on daily employment issues and representing the companies in various labor arbitrations and litigations.
- Advised a well-known IT company in successfully laying off about 1000 employees in a high-profile case. With assistance in strategy, communication with labor union and government, and one-on-one negotiation with all involved employees, all impacted employees eventually signed mutual termination agreements.

Location & Information

Beijing

+ 86 10 6535 3846

Practices

Employment & Compensation / Dispute Resolution

Languages spoken

Mandarin / English

- Advised a US listed digital salary platform company, a global leading medical technology company and a US listed software company on compliance investigations including sexual harassment, fraud reimbursement and theft of trade secrets, etc.
- Advised various clients on employment issues in connection with M&A transactions, including employee transfers, separations and severance pay.

Recognition

Professional Honors

- Next Generation Partner: Employment (PRC Firms) - The Legal 500 Asia Pacific, 2026
- Leading Lawyer: Employment (PRC Firms) - The Legal 500 Asia Pacific, 2025

Qualifications & Education

Admission

- People's Republic of China, 2010

Education

- University of Science and Technology Beijing (LL.M.) (2008)
- University of Science and Technology Beijing (LL.B.) (2006)

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