



# Seok Hwan JEONG

Associate

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As a member of Jipyong's labor Group, Seok Hwan JEONG focuses his practice on representing clients and providing legal advice. Mr. Jeong received a J.D. from Korea University Law School in 2020.

## Education

2020	Korea University, Graduate School of Law (J.D.)
2017	Korea University (B.A. in Chinese Language and Sociology)

## Experience

2020-Present JIPYONG LLC

## Notable Achievements

### [Litigation]

- Litigation related to a worker dispatch relationship (illegal dispatch) of a steel company, an automobile company, a public institution, etc.
- Litigation concerning ordinary wages of a tire manufacturing company, a steel company, an automobile company, etc.
- Litigation related to succession of employment due to transfer of business of a semiconductor company, an

- automotive parts company, etc.
- Litigation for claims of settlement payment between a contractor and a subcontractor
- Litigation for confirmation of invalidity of the peak wage system of a bank, a public institution, a defense company, etc.
- Litigation concerning discriminatory treatment under the Labor Standards Act and the Fixed-Term Workers Act
- Litigation concerning violations of the Minimum Wage Act
- Various labor injunctions such as injunction to prohibit obstruction of business for a single-person demonstration and injunction to prohibit access due to illegal occupation
- Litigation regarding various disciplinary actions and personnel appointments, suspension from duty, transfer, degradation, suspension, dismissal, etc.
- Litigation related to unfair labor practices
- Industrial accident cases due to occupational diseases and accidents
- Defending various criminal cases, including failure to provide employment contracts, unpaid wages, violations of the Industrial Safety and Health Act, and disadvantageous treatment resulting from workplace harassment

#### **[Consultation]**

- Advice related to collective bargaining and execution of collective agreements
- Advice regarding various disputes between a labor union and a company
- Advice related to the performance improvement program (PIP system) for low performers
- Advice related to the reward system, performance system, incentive payment method, etc.
- Advice related to average wages and ordinary wages
- Advice related to flexible working hours systems such as flexible work hours, selective work hours, etc.
- Advice related to a worker dispatch relationship (illegal dispatch)
- Advice related to disciplinary procedures and disciplinary sanctions
- Advice related to the appropriateness of procedures and contents for amendment of employment rules
- Advice related to the Act on the Promotion of Worker Participation and Cooperation (the Worker Participation Act)
- Advice related to the Act on the Employment of Foreign Workers (the Foreign Workers Employment Act)
- Advice related to the Industrial Safety and Health Act

#### **[Investigation and Consulting]**

- Consulting related to a worker dispatch relationship (illegal dispatch) for a battery manufacturer, a circuit board manufacturer, etc.
- Consulting related to employment status under the Labor Standards Act for a drama production company, etc.
- Conducting workplace harassment investigation for a food and beverage company, an internet portal service company, etc.

## **Speaking Engagements and Publications**

#### **[Books]**

2021-2025      Administrative Interpretation of Major Labor Cases (Co-Author), JoongAng Economy

#### **[Column]**

2025      “Can Weekly Holiday Allowance Be Included in Fixed Allowances?” Labor Law (August 2025)

2024	Legal Issues That May Arise During the Selection Process of the Representative Labor Union, Monthly Labor Law (November 2024)
2024	Issues Related to Criteria for Calculation of Average Wages, The Law Times (October 4, 2024)
2024	Precautions Regarding Dismissal Due to Low Performance or Lack of Work Competency, The Law Times (March 3, 2024)

## Bar Admissions & Qualifications

2020                   Korea

## Languages

Korean / English / Chinese