

## HEIDI HANG

Counsel

Fangda Partners

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### PRACTICE AREAS

MS. HANG SPECIALIZES IN LABOR AND EMPLOYMENT LAW.

### REPRESENTATIVE MATTERS AND CASES

Non-contentious matters and cases

- Advised multinational companies and large state-owned enterprises on labor law issues such as employee recruitment, employment renewal, change in position, salary and benefits, rest and leave, work injury, disciplinary action, employment termination, intern and service personnel hiring, labor dispatch, and other labor and human resources matters involved in corporate business management
- Advised and assisted multinational companies and large state-owned companies in drafting, reviewing and revising all kinds of labor documents and in establishing internal rules, regulations and consultation processes
- Advised and assisted a pharmaceutical startup on its investigation of alleged misconduct by a senior manager
- Advised and assisted a multinational medical device company on its investigation of noncompliance by its sales team in China
- Advised and assisted a multinational education company on its investigation of alleged misconduct by an employee
- Advised a well-known Korean semiconductor company on an employee transfer plan and other matters associated with its M&A project
- Advised a well-known European bank on its redundancy plan for the closure of its Shanghai branch

- Assisted a well-known German company in the redundancy project for the closure of its offices in Beijing and Xiamen by assisting in the collection and analysis of employee information, designing a redundancy plan, communicating with the local government, and providing onsite support including one-on-one negotiation with employees
- Assisted a well-known airline company in designing and conducting the redundancy project for its internal restructuring by providing training to HR and management and providing onsite support including one-on-one negotiation with target employees
- Assisted a multinational logistics company with the layoff project for the elimination of IT departments in Shenzhen and Guangzhou by assisting in the design of the layoff plan and providing onsite support including one-on-one negotiation with target employees
- Advised a multinational air-conditioner company on the employee transfer plan for its business transfer
- Assisted a Korean electronics company with the employee transfer plan for the asset transfer of its Guangzhou office by advising on the employee transfer plan and conducting one-on-one negotiation with target employees

#### Contentious matters and cases

- Represented a well-known multinational company in winning its labor dispute and contract dispute with a former legal counsel for China
- Represented a well-known multinational mining company in winning occupational disease and personal injury dispute with a former outsourcing employee
- Represented a multinational consultancy company in winning its labor dispute with a former employee over overtime payment, annual bonus compensation and annual leave compensation
- Represented a well-known cultural and sports event company in winning its labor dispute with a former employee over employment termination due to major change
- Represented a renowned steel company in winning its labor disputes with two senior management employees over employment termination due to severe misconduct
- Represented a well-known elevator company in winning its labor dispute with a former employee over annual leave compensation
- Represented a well-known automotive company in winning its labor dispute with a former employee over dual employment relationship

- Represented a renowned packaging company in winning its labor dispute with a former employee over workplace safety
- Represented a renowned packaging company in winning its labor dispute with a former employee over employment termination due to severe misconduct
- Represented a well-known multinational technology company in winning its labor dispute with a former sales employee over sales commissions

## **OTHER INFORMATION**

### **Education**

- East China University of Political Science and Law, LL.B.
- Ghent University, LL.M.
- East China University of Political Science and Law, LL.M.

### **Professional Qualification**

- Admitted to practice in the PRC

### **Professional Background**

Ms. Hang joined the Shanghai office of the firm in 2019. Before joining Fangda, Ms. Hang worked at a well-known international law firm as an associate for three years.