



RDL · THE KEY TO LABOR AND EMPLOYMENT LAW

江三角律师事务所

River Delta Law Firm



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# ABOUT US

## 关于我们

River Delta Law Firm is a leading boutique law firm in the Labor and Employment Law area in China.

Established in 2004 in Shanghai. Since then, River Delta has developed 3 superiorities revolving around the L&E legal practice.

Composed of 10 offices across China and the US, more than 200 legal professionals expertized in all sectors of Labor and Employment area constitutes the elites, advising and representing clients from all over the world.

**江三角律师事务所是领先国内劳动和雇佣法领域的专业精品法律服务机构。**

**2004年成立于上海浦东。江三角成立至今，在劳动雇佣法领域成就3大服务优势，建立9个分支机构，并在美国设立代表处。**

**深耕于专业精品法律服务市场，超过200名专业法律人才精于劳动雇佣领域的各项法律服务，为来自全球的客户准确理解与适用全国及各地层面的法律法规政策。**

# 陆敬波

(Jason) Jingbo Lu



陆敬波律师是中国大陆劳动法律服务市场的先行者和开拓者。创立了中国第一家劳动法律服务在线平台——“劳动法苑”（[laodongfa.com](http://laodongfa.com)）；创办企业HR实用期刊《劳动法苑》和国内首家劳动人事专业服务的律师事务所——江三角。陆敬波律师在劳动法专业领域的突出表现为其在业内赢得了很好的口碑和声誉，也奠定了其作为中国大陆劳动法律服务领域标杆性人物的地位。

Attorney Mr. Jingbo Lu, who founded River Delta, is a pioneer of labor law services in Mainland China. He also established the first online labor law service platform [laodongfa.com](http://laodongfa.com) and initiated the practice journal *HR Legal*. Mr. Lu's remarkable contributions in the labor law area won him the reputation at the forefront of Chinese labor law services.

# 社会职务

## Social Positions

- 上海市政治协商会议常务委员

Shanghai People's Political Consultative Conference, Member of Standing Committee

- 上海市劳动关系协调联席会议咨询顾问

Shanghai Labor Relations Coordination Joint Conference, Consultant

- 上海市总工会法律顾问团成员

Shanghai Federation of Trade Unions, Member of Legal Counsel Team

- 上海市律协劳动法委员会主任

Shanghai Bar Association, Chairman of Labor Law Committee

- 浦东新区人民政府法律顾问团成员

Pudong New District Government, Member of Legal Counsel Team

- 中国劳动法学会常务理事

China Labor Law Society, Executive Director

- 上海市法学会劳动法研究会副会长

Shanghai Law Society, Vice-chairman of Labor Law Research Institute

- 民盟上海市法制委员会副主任

Shanghai Democratic Alliance, Vice-chairman of Legal Affairs Commission

- 上海财经大学兼职教授、硕士生导师

Shanghai University of Finance and Economics, Part-time Professor & Supervisor of Master students

- 上海外国语大学兼职硕士生导师

Shanghai University of Foreign Languages, Part-time Supervisor of Master students



# 200+ People

江三角律师事务所专业服务团队规模逾200名，其中多名成员有法院、政府机构、国际顶尖律师事务所、领先跨国公司任职经历，同时担任兼职仲裁员、法学教授、博士生导师等职务，对法律法规的适用、政府监管的要求等有深刻理解，能够从法律和商业的角度为客户提供综合的解决方案。

Our multi-talent teams comprise of 200 employment and labor professionals.

Many of our team members have work experience from courts, governmental authorities, top international law firms or multinational companies.

They are also part-time arbitrators of the labor dispute arbitration committee, professors teaching in law school or doctoral supervisors.

Thus, our team members have insights on application of law, supervisory requirements by governments, which enable them to provide all-round solutions.

# 10+ Offices

江三角律师事务所拥有多地服务机构，总部位于上海，并设有北京、苏州、深圳、成都、天津、宁波、重庆分所及潍坊办公室，同时与广州、南京、杭州、沈阳、西安、厦门、青岛、武汉、长沙等地法律服务机构建立了长期合作关系。

2016年江三角在美国旧金山湾区设立美国代表处，推动了事务所的国际化进程。

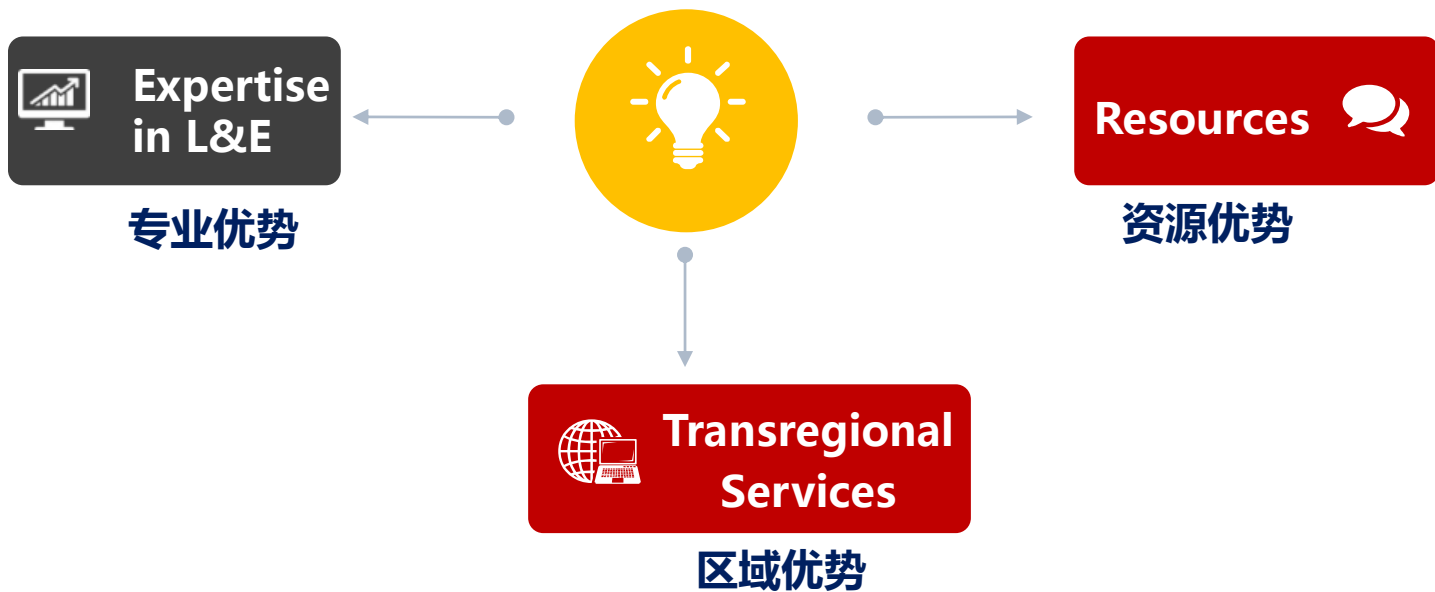
River Delta Law Firm headquartered in Shanghai. You can also find our branches in Beijing, Suzhou, Shenzhen, Chengdu, Tianjin, Ningbo, Chongqing and Weifang.

Meanwhile, we established long-term cooperative relationship with agencies in Guangzhou, Nanjing, Hangzhou, Shenyang, Xi'an, Xiamen, Qingdao, Wuhan and Changsha.

In 2016, we set up a representative office in San Francisco Bay Area, as River Delta's internationalization accelerated.



# 3 Superiorities





FOCUS OF  
SERVICE

服务范围

三大业务

*Three Major Focus*

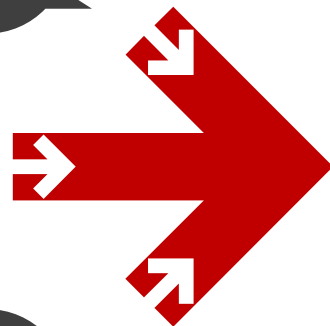
三位一体

*Trinity*

**劳动与人力资源**  
Labor and Human Resources



**合规与反职务犯罪**  
Compliance and Anti-corruption



**投资与公司治理**  
Investment and Corporate Governance



企业用工全方位  
劳动法服务

All-inclusive labor  
law services

海外雇佣一站式  
服务

One-stop overseas  
employment  
services

工会咨询与顾问  
服务

Trade union  
consultation  
services

政府与事业单  
位法律顾问

Legal counsel for  
governments and  
public institutions

人力资源开发  
与管理

HR exploration &  
management



## 劳动与人力资源

Labor and Human Resources

**企业用工**  
**全方位劳动法**  
**服务**  
All-inclusive labor  
law services

- HR法律事务顾问咨询与流程优化 HR legal consultation and process optimization
- 劳动争议仲裁诉讼代理与执行 Representation in labor dispute proceedings and enforcement
- 员工手册及规章制度设计与审查 Design and review of Employee Handbook and Rules & Regulations
- 律师谈判、调查及驻场服务 Attorney support on negotiation, investigation and on-site services
- 特殊员工专项管理与危机处理 Special management of special categories' employees and crisis management
- 个体及群体员工转移安置与解雇服务 Service for transfer, placement and dismissal of individual and group employees
- 劳动用工实务培训、高端论坛与企业内训 L&E practical trainings, high-end forums and in-house trainings
- 劳动用工专项资讯与数据库服务 L&E specialized consultation and database service

# 海外雇佣一站式 服务

One-stop overseas  
employment  
services

- 全球跨境派遣与法律风险处理 Cross-border dispatch and legal risk management
- 海外薪酬福利及税务代理 Overseas remuneration and tax agent
- 海外劳动用工与跨文化系列培训 Overseas employment and cross-cultural training
- 东道国劳动用工环境评估分析 Host country environment of employment appraisal and analysis
- 东道国外籍员工准入限制调查 Host country foreign employee entry restriction investigation
- 东道国反歧视与性骚扰防治 Host country anti-discrimination & harassment prevention
- 东道国工会与民主管理策略 Host country trade union and democratic management strategy
- 跨国企业人才竞业限制设计 Design of non-compete clauses for multinational corporate talents

## 工会咨询与顾问

### 服务

Trade union  
consultation services

- 工会战略咨询服务 Consultation service for trade union strategy
- 工会理论与调研服务 Theoretical research and investigation regarding trade union
- 工会组建及改选流程指引 Guidance on organization and re-election procedures of trade union
- 职代会、集体协商等民主程序指导 Guidance on democratic procedures involving Workers' Congress, collective bargaining, etc.
- 工会合规体系建设 Trade union compliance system construction
- 工会品牌工作打造 Trade union brand building
- 工会专项服务 Specialized trade union services
- 动态信息服务 Dynamic information services

## 政府与事业单位 法律顾问

Legal counsel for  
governments and  
public institutions

- 依法行政视野下的社会风险识别与治理 Identification and management of social risks in the view of law-based governmental administration
- 重大决策法律风险评估与防控 Appraisal and Prevention of major decision legal risks
- 法律法规和规范性文件起草与论证 Drafting and argumentation of laws, regulations and normative instruments
- 涉法涉诉案件和重大突发事件法律服务 Legal service on litigation-related cases and contingency events
- 行政复议、诉讼、仲裁等法律事务 Legal services on administrative reconsideration, litigation, arbitration, etc.
- 事业单位人事管理制度梳理及优化 Review and optimization of HR management in Public institutions
- 人事争议协商谈判与仲裁诉讼代理 Personnel dispute negotiation and representation in arbitration & litigation
- 事业单位改制与人员安置整体服务 Services on public institution restructure and personnel arrangement overall plan

# 人力资源开发与 管理

HR exploration &  
management

- 适应公司战略发展的人力资源配置方案 HR allocation plan adapting corporate development strategy
- 致力完成企业战略目标的员工激励方案 Employee incentive scheme for the sake of achieving the corporate strategic goals
- 集团型企业跨区域人力资源合规体系建设 Group company transregional HR compliance system construction
- 关停并转迁下的人力资源调整与安置 HR Adjustment and Placement under the circumstances of shutdown, suspension, mergers, transfer and relocation
- 人力资源内部审计与尽职调查 HR internal audit and due diligence
- 灵活用工体系建设与用工成本优化 flexible employment system construction and labor cost optimization
- 个人隐私和数据安全整体解决方案 Integrated solution for personal privacy and data security
- 新技术在人力资源管理中的应用 New technology application in HR management



合规体系的  
建设与实施

Build and  
implement  
compliance  
system

合规内审与  
合规调查

Internal  
audit and  
compliance  
investigation

监管调查与  
危机管理

Supervisory  
investigation  
and crisis  
management

合规风险防控  
与日常培训

Compliance risk  
prevention and  
routine training

争议解决与  
刑事辩护

Dispute  
settlement  
and criminal  
defense



## 合规与反职务犯罪

Compliance and Anti-corruption

公司并购与  
内部治理

Mergers  
and  
internal  
governance

公司重整与  
清算

Reorganization  
and liquidation

知识产权保护

Intellectual  
property  
protection

跨境  
投融资

Cross-border  
investment and  
financing

金融与  
资本市场

Finance &  
capital  
markets



## 投资与公司治理

Investment and Corporate  
Governance

# MODES OF SERVICE

## 服务方式

顾问服务	<i>Consultation</i>
专项服务	<i>Customized Services</i>
代理服务	<i>Representation</i>
培训服务	<i>Training</i>
资讯服务	<i>Information</i>



# 顾问服务

## Consultation

以电话、邮件、现场会议、电话会议、工作报告等方式，对企业日常管理中的法律问题提供及时准确的法律建议，草拟并审订法律文件，防范法律风险。

By phone call, Email, conference call, work report, provide prompt and professional legal opinions on the legal issues encountered in daily corporate operation and management; draft and review legal documents to prevent legal risks.



# 专项服务

## Customized Services

帮助企业在劳动人力资源、合规与职务犯罪、投资与公司治理方面提供专业解决方案和全方位法律服务。

Provide customized solutions and all-round legal services with respects to labor and human resources, compliance and anti-corruption, investment and corporate governance.



# 代理服务 Representation

协助企业处理争议，寻求协商、谈判等辅助解决方案，并代理企业参加仲裁和诉讼，协助办理生效裁判文书的执行等。同时向企业就案件产生的根源以及如何防范类似法律风险给予建设性意见。

Assist enterprises to deal with labor disputes, seeking the best chance to settle them through consultation and negotiation. Represent enterprises in arbitration and litigation. Meanwhile, provide constructive suggestions to enterprises with regard to the root causes of disputes in the view of reducing the future risks.



# 培训服务

## Training

深度开发企业法律实务课程，通过论坛、峰会、沙龙、公开课、内训等方式，为企业提供针对性的深度实务培训，提升企业法律风险防控能力。

Develop in-depth legal training courses covering all aspects of HR management. Provide directed and pragmatic training for enterprises through forums, summits, salons, public lectures and internal training, strengthening their abilities to prevent employment-related risks and control labor costs.



# 资讯服务

## Information

通过多层次、一体化资讯产品，第一时间提供最新法规解读、专业法律问答与实务案例文萃，帮助企业跟踪法律热点难点，洞悉立法司法动向，便于及时更新企业人才发展战略。

Deliver analysis on the latest legislation, professional legal Q&A and articles about legal practice through multi-level and integrated information products. Enable enterprises to catch up with the heated and puzzling legal issues, and understand the trend of judicial practice, so that they may timely upgrade the talent & development strategy.



# REPRESENTATIVE CASES

## 成功案例

江三角秉持“法律创造价值”的理念，致力于为客户提供最专业的法律解决方案，并帮助实现商业价值的最大化。

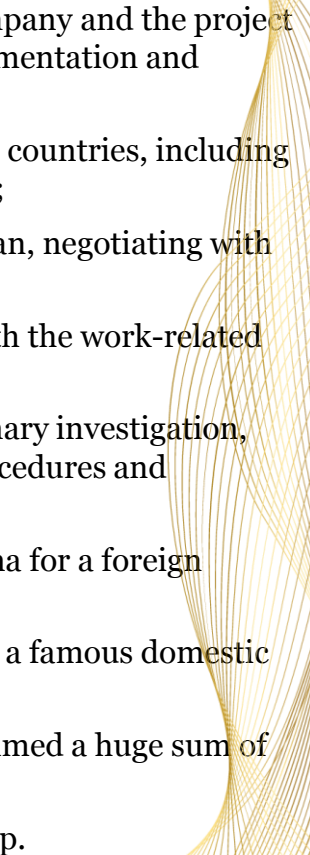
River Delta believes in “Law creates value” and endeavors to provide the most professional solutions in law, assisting in maximizing the business value.

## 劳动与人力资源

1. 参与某知名日资企业生产工厂关闭暨千名员工安置项目全流程，包括前期项目决策、方案制定、后期实施及纠纷解决等；
2. 为某全球性集团公司海外布局提供多国别的用工战略规划、人力资源常用文本制定、员工转移与解雇、日常管理 etc 全面法律服务；
3. 处理某知名美资企业物流司机罢工事件，参与处置方案制定、员工谈判等；
4. 在某知名企业员工工亡突发事件中，代理企业处理工伤相关流程、家属谈判等；
5. 参与某技术研发企业竞业限制系列案件前期调查处置、后期仲裁诉讼及竞业限制管理流程及制度设计；
6. 为某外资公司国外总部撰写中国人事管理全流程法律问答；
7. 为某国内知名集团公司提供人力资源效能提升及法律风险防控项目；
8. 代理某欧洲知名银行与高级管理人员解除劳动合同暨巨额经济补偿及税款纠纷案；
9. 代理某外资企业业务剥离引发的员工集体争议案件。



## Labor and Human Resources

1. Involved in the overall process closing down a factory of a well-known Japanese-invested company and the project arranging thousands of employees, including strategy determination, plan design, plan implementation and dispute resolution, etc.;
  2. Provided all-round legal services to a global group company for its overseas layout in multiple countries, including employment strategic plan, employee transfer, termination and day-to-day management, etc.;
  3. Handled a strike by drivers of a well-known American-invested company, designing action plan, negotiating with employees, etc.;
  4. Represented an established company in a work-related death case of an employee, dealing with the work-related injury procedures, negotiating with the employees' families, etc.;
  5. Involved in a series of non-compete cases of a R&D dominant enterprise, conducting preliminary investigation, representing in the labor arbitration and litigation, improving non-compete management procedures and designing the non-compete system for the company;
  6. Drafted a Q&A booklet presenting the whole HR management process and procedures in China for a foreign company's headquarter.
  7. Involved in a program promoting the HR efficiency and preventing the relevant legal risks for a famous domestic group company;
  8. Represented a world-renowned European bank in the case that its former senior manager claimed a huge sum of compensation for illegal termination, as well as the of tax dispute between the two parties;
  9. Represented a foreign company in an employee collective dispute case caused by business strip.
- 

## 合规与反职务犯罪 Compliance and Anti-corruption

- ◆ 为某美国制造企业销售部十余名员工的虚假报销进行调查以及后续劳动关系处理；

Investigated the case which involved more than 10 employees in the Sales Department of an American manufacturing company and settled the issues in relation to labor relationships subsequently;

- ◆ 为某日本制造企业进行利益冲突与反腐败合规内审并提供合规建议；

Conducted internal compliance audit regarding conflict of interests and anti-corruption for a Japanese manufacturing company, and provided compliance suggests;

- ◆ 为某荷兰医疗企业进行集团合规制度的本地化修订和完善；

Amended and improved the compliance system for a Dutch medical company for the sake of localization;

- ◆ 为某德国技术企业进行员工职务侵占案件调查以及报案等后续处理；

Conducted investigation on a misappropriation case for a German technology company and processed the following affairs including reporting to the Public Security Bureau;

- ◆ 为某日本投资公司处理高管挪用资金案；

Handling a diverting fund case of a senior manager for a Japanese-invested company;

- ◆ 为日本荣通信工业株式会社品牌SAKAE处理不正当竞争案。

Handling a unfair competition case for brand SAKAE.

# 投资与公司治理 Investment and Corporate Governance

- ◆ 某德国机器制造业巨头资产收购与内部重组项目；  
Asset acquisition and reorganization project for a German engineering industry giant company;
- ◆ 攀士福公司项下生产型企业与贸易型企业的吸收性合并项目；  
Mergers project for the subsidy of PENSAFE INC, a manufacturing company;
- ◆ 诚泰融资租赁（上海）有限公司股权激励项目；  
Equity incentives project for Cheng Tai financing lease (Shanghai) Co., Ltd.;
- ◆ 上海磁雷革传动系统有限公司与上海奥美尼齿轮有限公司重组项目；  
Reorganization project for Shanghai magnetic Leave Drive System Co., Ltd. and Shanghai Omni Gear Co., Ltd., respectively;
- ◆ 新加坡金奉源纸业（上海）有限公司清算项目；  
Liquidation project for Singapore Jin Feng Yuan paper (Shanghai) Co., Ltd.;
- ◆ 美国TPI箱包公司在华商标布局战略。  
Strategic layout of trade mark in China for the American company TPI bag.

# PUBLICATIONS

## 期刊著作

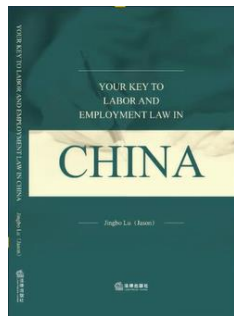
江三角重视对实务经验的总结与提炼，定期出版各类书籍及刊物，向客户介绍中国法律实践的常见风险与解决方案。

River Delta emphasizes summarizing and extracting practical experiences, so regularly publishes all kinds of books and journals to introduce the common risks and solutions in PRC law practice.

# 期刊著作



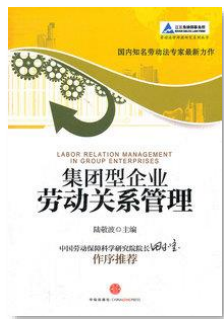
长三角-人力资源法律管理  
金钥匙丛书（共八本）



中国劳动法实务精要



用工成本控制  
法律应用指南



集团型企业  
劳动关系管理

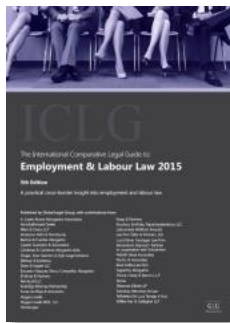


劳动人事争议典型案例  
分类汇编 2016-2017

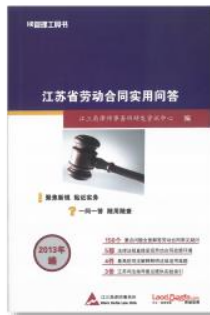


劳动法苑  
双月刊

# 期刊著作



国际比较法律  
指南：雇佣与  
劳动法 2015



江苏省  
劳动合同  
实用问答



天津地区  
企业灵活用  
工操作指南



宁波市人力资  
源和社会保障  
事务手册

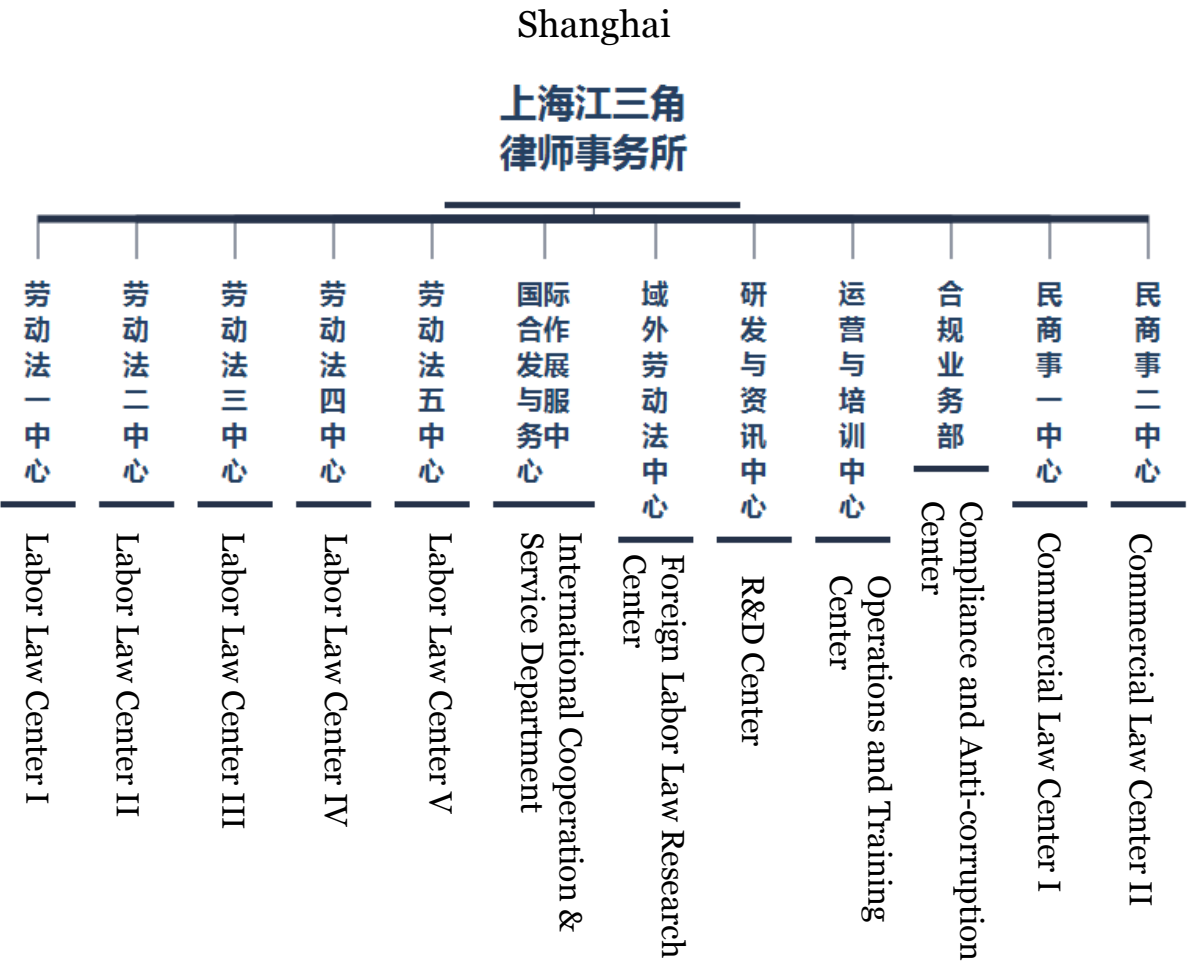


四川省  
HR劳动法律实用  
手册



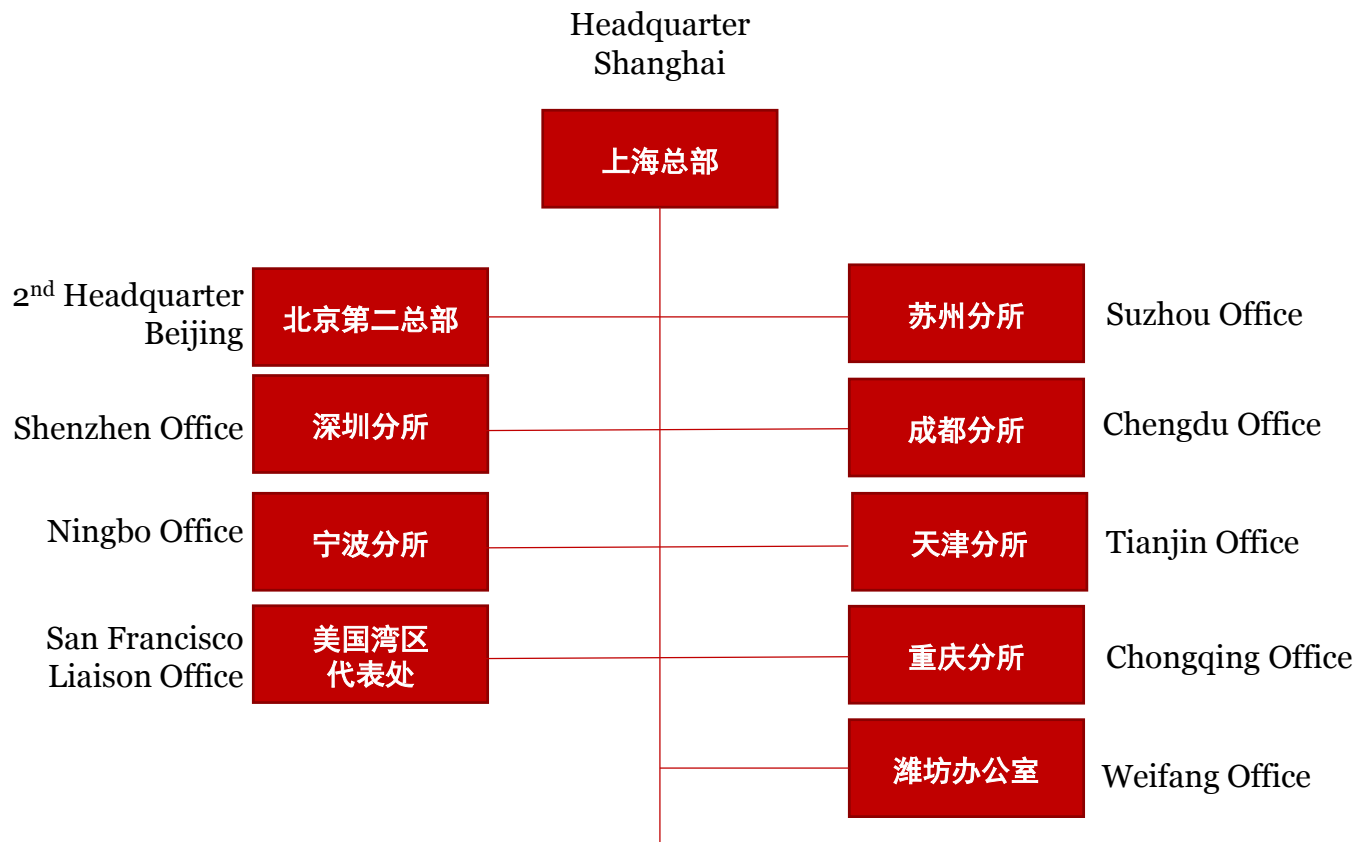
# ORGANIZATION

## 组织架构



# ORGANIZATION

## 组织架构



**ELITE  
CLIENTS**  
**主要客户**

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Our clients are distributed in a wide range of industries from all over the world, including multinational companies, foreign companies, large and medium-sized state-owned companies, public institutions, commercial banks, investment banks, financial institutions, emerging private companies.

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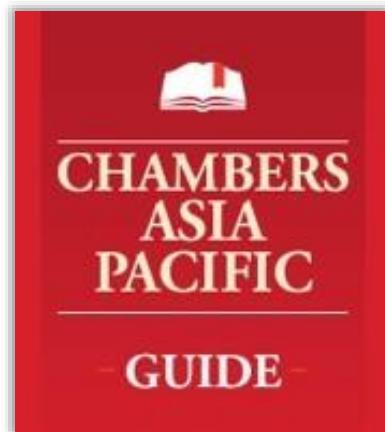
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**OUR  
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近期荣誉

**经过10多年的沉淀，江三角律师事务所在法律服务领域积累了突出优势，多次荣获国际知名律所评级机构如钱伯斯、Legal 500、ALB（《亚洲法律杂志》）、FT（《金融时报》）的奖励和推荐。**

Over the course of ten years' practice, River Delta Law Firm has accumulated a number of prestigious awards in the field of legal services. It has been recognized/awarded by many internationally renowned institutions such as Chambers & Partners, The Legal 500, ALB (Asian Law Journal), and the FT (Financial Times).





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2011-2018 **钱伯斯** - “劳动法年度最佳律师事务所”

2016 - 2018 **Legal 500** - 雇佣与劳动法律服务第一等级推荐

《**中国法律商务**》 - 2017年度最佳华东律师事务所

**Legal band** - 2017年度领先劳动法律师事务所

《亚洲法律杂志》( **ALB** ) - 2016 年 “年度最佳劳动法律师事务所”

2015-2018 《**商法**》卓越大奖

《**金融时报**》创新律师亚太2015年度大奖提名

《亚洲法律概况》( **ALP** ) - 2016 年度劳动与雇佣领域 “重点推荐律所”

**CHINA STAFF Awards** - “2015年度优秀劳动法顾问机构”

连续五届 “浦东新区文明单位”

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2011-2018 **Chambers & Partners** - “Firm of the year” award in the field of Labor Law

2016 - 2018 **Legal 500** - Tier 1 firm in the “Labor and Employment: PRC firms”

2017 **China Law & Practice’s (CLP)** - “Regional China Firms of the Year Award” East-China winner

2017 **Legal band** - “Band 1” law firm in the field of Employment

2016 **Asia Legal Business (ALB)** - “Labor Law Firm of the Year”

2015-2018 **The China Business Law Journal (CBLJ)** - “Employment and industrial relations”

2015 **Financial Times** - Nominated “Innovative Lawyers Award”

2016-2017 **Asia Law Profile (ALP)** - “Highly Recommended Law Firm” in the field of Labor and Employment Law

2015 **CHINA STAFF Awards** - “Excellent Labor Law Consultant”

5 consecutive years of “Pudong District Civil Unit”



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