

■ Case Highlights ■

Successful representation reversing National Labor Relations Commission decision which recognized unfair penalties and unfair labor practices

Two employees at a non-profit organization argued that the lowest grade on their evaluation and the resulting salary reduction constituted unfair penalties and unfair labor activities in submitting a claim for relief to the National Labor Relations Commission. The Seoul District Labor Relations Commission and the National Labor Relations Commission rendered a decision upholding all of the arguments of the employees.

Jipyong represented the non-profit organization and argued that (1) the evaluation was fair and reasonable; (2) the salary reduction was a fair result of the evaluation; and (3) the evaluation and the subsequent procedures, which were carried out without any relations to any labor union activities of the employees, were neither unfavorable treatments on the ground of the union activities nor based on any intents to engage in any unfair labor practices.

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