



# Marc Kyuha BAEK

Korean Attorney

TEL +82-2-6200-1937  
FAX +82-2-6200-0811  
E-MAIL [khbaek@jipyong.com](mailto:khbaek@jipyong.com)

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Marc Kyuha Baek is a senior associate in the Employment & Labor Group of Jipyong LLC. Marc's practice focuses on labor and employment matters in Korea with broad experience in the field. Marc has represented both companies and employees in over two hundred civil, criminal, and administrative cases, at all levels of courts and Labor Commissions, including a landmark Supreme Court en banc reverse and remand decision 2017Da35588, 11 May 2023 and a Supreme Court reverse and remand decision 2020Du50966, 26 October 2023.

Marc also regularly advises both multinational and Korean companies on employment and labor matters, including employment agreements, disciplinary measures, non-compete, and termination. Having graduated from Cornell University with a major in industrial & labor relations, Marc has a deep understanding of foreign clients and their needs.

## Education

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|------|-----------------------------------------------------------|
| 2019 | Korea University, Graduate School of Law (J.D.)           |
| 2014 | Cornell University (B.S. in Industrial & Labor Relations) |

## Experience

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|--------------|-----------------------------------------------------------------|
| 2019-Present | JIPYONG LLC                                                     |
| 2011         | Intern, International Labour Organization (Geneva, Switzerland) |
| 2011         | Summer Fellow, Global Labor Institute (New York, United States) |

## Notable Achievements

- Counseled Korean and multinational companies primarily on diverse labor law issues, including termination of employment, amendment of employment rules, and labor union matters
- Conducted workplace/sexual harassment investigations and drafted investigation reports in English for multinational companies
- Represented companies and employees in criminal investigation cases at Prosecutor's Offices
- Represented employees in employment and labor cases, including wrongful disciplinary measures and terminations
- Conducted legal due diligence on employment and labor issues, including worker dispatch
- Represented multinational companies in collective bargaining with labor unions
- Drafted numerous agreements, including employment and mutual separation agreements

## Speaking Engagements and Publications

### [Publications]

|           |                                                                                                              |
|-----------|--------------------------------------------------------------------------------------------------------------|
| 2021-2025 | Administrative Interpretation of Major Labor Cases (Co-Author), JoongAng Economy                             |
| 2020-2022 | [English Publication] The Aviation Law Review (Co-Author), The Law Reviews                                   |
| 2020-2022 | [English Publication] The Labour and Employment Disputes Review (Co-Author), The Law Reviews                 |
| 2021      | [English Publication] Getting the Deal Through- Labor & Employment 2021: Korea Chapter (Co-Author), Lexology |
| 2020      | Major Labor Cases and Decisions & Labor Columns (Co-Author), JIPYONG LLC                                     |

### [Articles]

|      |                                                                                                                                                                 |
|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2025 | Recent case law developments on regarding bonus & discriminatory treatment, January 2025, Labor Law Monthly                                                     |
| 2024 | Recent developments and implications in the U.S. regarding restrictions on non-compete Agreements, September 2024, Labor Law Monthly                            |
| 2024 | Recent case law on the criteria for determining "workers engaged in management and supervisory work" under the Labor Standards Act, May 2024, Labor Law Monthly |
| 2024 | A case of denying the expectation of employment succession, January 2024, Labor Law Monthly                                                                     |

### [Media Interviews in English]

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|------|------------------------------------------------------------------------------------------------------------------------------------------|
| 2024 | Workplace Safety Law Expanded to Small Biz with More Than Five Workers as of January 2, January 29, 2024. Arirang News: Within the Frame |
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|------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| 2023 | Interview on Sixty-Nine Working Hours Restriction, March 7, 2023, TBS eFM This Morning                                                        |
| 2023 | Occupational Fatalities Still Remain Unimproved Despite One Year of 'Workplace Disaster Law,' January 7, 2023, Arirang News: Within the Frame |
| 2023 | Interview on Job Based Pay, January 6, 2023, TBS eFM This Morning                                                                             |
| 2022 | Strikes Across Nations Amid High Inflation, November 23, 2022. Arirang News: Issues & Insiders                                                |
| 2022 | Legislative Efforts to Eliminate Occupational Accidents, November 2, 2022, Arirang News: Issues & Insiders                                    |
| 2022 | Interview on the Serious Accident Punishment Act(2), October 19, 2022, TBS eFM This Morning                                                   |
| 2022 | Interview on the Serious Accident Punishment Act(1), February 22, 2022, TBS eFM This Morning                                                  |
| 2022 | Interview on Vaccination Pass, January 7, 2022, TBS eFM This Morning                                                                          |
| 2021 | Supreme Court's Decision on Bonuses as Ordinary Wage, December 17, 2021, TBS eFM This Morning                                                 |

#### [Media Appearances]

|      |                                                                                                                                                                            |
|------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2024 | JIPYONG Reverses the Seoul High Court's Decision on Teachers Dispatched to Overseas, January 30, 2024, Chosun Biz                                                          |
| 2023 | The Supreme Court Case Alters the Standards for Exception to the Lack of Collective Consent for Unfavorable Amendment of the Company Policies, May 15, 2023, The Law Times |

## Bar Admissions & Qualifications

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| 2019 | Korea |
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## Languages

Korean / English