



# Eun Byul KIM

Associate

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After graduating from Korea University School of Law, Ms. Eun Byul Kim worked for Dongin Law LLC. Ms. Kim is currently a member of Labor & Employment Group at Jipyong.

## Education

2020 Korea University School of Law (J.D.)  
2017 Korea University (B.A. in Business Administration)

## Experience

2022-Present JIPYONG LLC  
2021-2022 Associate, DongIn Law LLC

## Notable Achievements

### [Litigation]

- Litigation related to the determination of worker status of a consignment contractor
- Litigation related to illegal dispatch by an automobile company, etc.
- Litigation related to ordinary wages by a transportation company, etc.

- Litigation to confirm invalidity of the wage peak system
- Litigation regarding various disciplinary actions and personnel appointments, such as suspension from duty, transfer, demotion, suspension, dismissal, etc.
- Various labor injunctions such as disposition of wage payment, suspension of the effectiveness of reassignment order, etc.
- Cases related to violations of the duty of fair representation and unfair labor practices
- Occupational injury cases such as herniated lumbar disc, etc.
- Criminal defense cases related to violations of the Trade Union Act, etc.
- Representing criminal defense such as obstruction of business, violations of the Act on Promotion of Information and Communications Network Utilization, defamation, etc.
- Litigation concerning discriminatory treatment under the Fixed-Term Workers Act
- Litigation related to workplace harassment and workplace sexual harassment
- Litigation concerning violations of the Minimum Wage Act
- Representation in cases involving violations of the Serious Accidents Punishment Act or the Occupational Safety and Health Act

#### [Consultation]

- Advice on the “Yellow Envelope Act” and on illegal worker dispatch
- Consulting on the operation plan for consignment contract workers and the subcontracting operation plan
- Investigation of workplace harassment and sexual harassment
- Determination of applicability of ordinary wages
- Advice related to disciplinary procedures and disciplinary sanctions
- Advice on the appropriateness of procedures and contents related to the amendment of the employment rules
- Advice related to flexible working hours systems such as flexible work hours, selective work hours, etc.
- Advice related to the operation of the annual leave system
- Advice on the obligations of the “Contractee” under the Occupational Safety and Health Act
- Advice on non-compete and non-solicitation arrangements and on trade secret protection frameworks
- Advice on matters relating to personal data protection
- Risk analysis and procedural advice in connection with the restructuring of wage system
- Advice regarding various disputes between a labor union and a company

## Speaking Engagements and Publications

#### [Books]

2023-2025      Administrative Interpretation of Major Labor Cases (Co-Author), JoongAng Economy

#### [Column]

2026              Procedures for requesting annual paid Leave and the employer’s right to reschedule

2025              Key changes to Korea’s labor laws and regulations in 2026

2025              Recent Supreme Court Decisions on whether performance-based bonuses qualify as ordinary average wages

2025              Implications in Cases of Acquittal and Imprisonment under the Serious Accident Punishment

	Act, The Law Times (February 3, 2025)
2024	Implications of Recent Supreme Court Decision on Assignment to Standby Duty, The Law Times (November 4, 2024)
2024	Trends in Recent Lower Court Precedent on the Validity of the Wage Peak System, The Law Times (April 29, 2024)

## Bar Admissions & Qualifications

2021            Korea

## Languages

Korean / English