

Marc Kyuha BAEK

Associate

TEL +82-2-6200-1937
FAX +82-2-6200-0811
E-MAIL khbaek@jipyong.com

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

2026	Columbia Law School LL.M. Program
2019	Korea University, Graduate School of Law (J.D.)
2014	Cornell University (B.S. in Industrial & Labor Relations)

Experience

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]

2026	Panoramic: Labour & Employment Disputes 2027 - Korea Chapter, Law business Research
2026	Global Legal Insights: Employment & Labour Laws 2026, Global Legal Group
2025	Panoramic: Labour & Employment Disputes 2026 - Korea Chapter, Law business Research
2025	Global Legal Insights: Employment & Labour Laws 2025, Global Legal Group
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]

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
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

2019	Korea

Languages

Korean / English

© JIPYONG LLC. ALL RIGHTS RESERVED.