

# Laodongfa Club

## English Salon

River Delta Law Firm is glad to invite you to our salon in **3F, No. 225 Dongjian Road (close to Jinhe Road), Pudong New District. on December 16th , from 14:00 to 16:00.** *We will present several cases on termination of underperforming employees and discuss with you how to manage employees who often take sick leave.*

Everybody knows: Companies are facing increasing competition and pressure in the Chinese labor market, and in many situations, they need to adjust their manufacturing setup and cut jobs in order to reduce their employment costs. Underperforming employees who occupy employers' resources but provide unqualified services and employees who always apply for sick leave are two of the biggest challenges for our HR counterparts' wisdom and management skills. Our lawyers will share with our attendants their first-hand experience in judicial practice and advise them how to manage these two kinds of employees, and effectively control and minimize risks in their management.



### **Partner Attorney Cathy Qu**

**Cathy Qu** is Director of International Cooperation Center, Partner of Shanghai River Delta Law Firm and Senior Trainer. She has been awarded a bachelor degree by the East China University of Political Science and Law as well as an LLM degree from the UK with distinction.

**Cathy** has been engaging in theoretical research and practice of Labor and Social Security Law for many years and accordingly is proficient in labor law and HR compliance services with rich practical experience. She has provided litigation and non-litigation services for many MNCs and large SOEs on every issue of personnel compliance, and has successfully formulated specific solutions customized for them and in order to avoid substantial damage of their reputation and property. She has edited and participated in various collective works on labor law and HR issues.



### **Partner Attorney Eva Zhang**

**Eva Zhang** is partner of River Delta Law Firm. She graduated from East China University of Political Science and Law, obtained Master's degree in economic law.

**Eva** is experienced in providing legal services for clients in English. She has handled many litigation and non-litigation projects and has accumulated rich experience in the area of tort, confidentiality and non-competition agreements, term of service, and non-standard employment relationship. She has many times participated in employees' replacement project, strikes, negotiations and other matters arising during bankruptcy and reorganization, dissolution and relocation of enterprises. She has for several times been engaged by FIEs to provide English training on Chinese Employment Law.



### **Legal Consultant Marios Stangonis**

**Marios Stangonis** is a legal consultant in River Delta Law Firm. He completed an LLM degree in Xiamen University and an MA degree in Chinese and Business in Leeds University.

He has worked as a qualified lawyer in Greece and has provided clients with litigation and non litigation services falling mainly within the scope of Civil and Commercial Law. Currently, he is focused on the research of Chinese labor laws and providing legal consulting services to enterprises regarding legal issues arising during their daily HR management process, the design and review of employment contracts, employers' bylaws and every kind of agreements.

**Please fill out the following information for registration:**

***1<sup>st</sup> DELEGATE***

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