

Yuki Okada

Partner

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OVERVIEW

Yuki Okada is a partner in the firm's Tokyo office. He advises international companies on a broad range of Japanese legal issues, including corporate and commercial transactions, employment matters and disputes, regulatory matters, and commercial disputes.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Yuki practiced as an associate with a local Japanese law firm in Tokyo for over eight years.

SPEAKING ENGAGEMENTS

- "Compliance on Labor Dispatch Services," January 2009

EDUCATION

- The Legal Training and Research Institute of Japan, 2006
- LL.B., Chuo University, 2001

ADMISSIONS

- Japan (Dai-ichi Tokyo Bar Association)

LANGUAGES

- English
- Japanese

THOUGHT LEADERSHIP *POWERED BY HUB*

- 2026, Global Employer Guide

NEWS & EVENTS

- 2 March 2018, K&L Gates Names 34 New Partners Across Global Platform

AREAS OF FOCUS

- Mergers and Acquisitions
- Collective Labor and Works Councils
- Employment Disputes
- Employment Investigations
- Employment Issues in Business Transactions
- Human Resource Advice and Compliance
- Wage and Hour
- Workplace Safety

REPRESENTATIVE EXPERIENCE

- Represented international companies in a broad range of M&A deals (such as share transfers, mergers, demergers, and business transfers), including reviewing agreement drafts, participating in direct negotiations, executing due diligence, monitoring scheduling, and submitting regulatory filings.
- Represented international and domestic companies in a wide range of labor disputes (including performance-based dismissals, redundancy-based dismissals, overtime wages, salary/bonus, and harassment, etc.) at court, as well as at labor tribunals, labor committee arbitration, mediation, etc.
- Represented international and domestic companies in a wide range of labor disputes (including performance-based dismissal, redundancy-based dismissal, overtime wages, salary, harassment) against labor unions, including major external labor unions in Tokyo and Osaka.
- Represented international and domestic companies in a number of employment transfer processes resulting from a variety of M&A transactions (such as merger, demerger, and business transfer) and advised on revisions to in-house regulations in post-M&A arrangements.
- Represented international and domestic companies regarding their restructuring processes and advised on practical redundancy measures.
- Represented international and domestic companies in liquidation and special liquidation proceedings.

- Conducted investigations relating to employee misconduct, including various types of harassment issues.
- Advised on complex issues regarding the termination of employees, directors, and contractors for both international and domestic companies.
- Led and conducted labor and employment due diligence for M&A transactions for a number of international companies.
- Advised on labor law issues to more than 50 international companies interested in establishing businesses and/or offices in Japan. Reviewed and drafted employment contracts, work rules, and other company documents.
- Advised on various types of sensitive workplace accidents.
- Conducted a number of compliance seminars on labor and employment law for both international and Japanese listed companies.
- Advised international and domestic companies on a broad range of employment matters, including on serious employment issues such as dismissal, redundancy, and change of working conditions.
- Represented international companies in a broad range of disputes (including litigation), including complicated disputes such as intellectual property, IT, and maritime disputes.
- Advised various clients on issues related to daily business operations.
- Advised on various types of consumer law related issues.
- Advised on various types of environmental law related issues.