



Kensuke Otsuki

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Kensuke Otsuki has provided advice to domestic and foreign clients focused on employment and labor-related law, such as human resources and labor management, labor litigation, labor tribunal and other employment/labor disputes.

He has also engaged in practices related to mergers and acquisitions, general corporate (e.g., advising and attending shareholders' meetings), and litigation and dispute resolutions.

Practice Areas

Labor and Employment

Labor and Employment Disputes
 Dealing with the Labor Unions, Regulators, and Harassment
 Labor and Employment Issues Associated with Corporate
 Severance Matters Restructuring
 Working Conditions including Salary, Retirement Allowance, and Pension
 Safety and Well-being of Employees including Mental Health Issues
 Executive (Board Members and Auditors) Non-regular Employment
 Issues
 Drafting and Review of Work Rules and Employment Contracts
 Social Insurance and Labor Insurance Immigration-related Services
 Labor and Employment Law Compliance

Dispute Resolution

General Commercial Litigation Alternative Dispute Resolution Disputes
 Labor and Employment

Corporate

Shareholders' Meetings and Relationships with Shareholders
 Corporate Governance

Government Investigations and Crisis Management

Internal investigations and organizing third-party committees
 Media control and public relations

Topics

Newsletters
 Jun 2024

Labor and Employment Law Bulletin - Amendment of Status of Residence Regarding Digital Nomads

Media
May 2024

The Third Petty Bench of the Supreme Court found that in a case in which a lower court's decision that the case did not fall under "Difficult to calculate working hours" as defined in Article 38-2(1) of the Labor Standards Act, in regards to work performed outside the workplace by an instructor of a supervising organization related to technical intern training for foreigners, was illegal

Newsletters
Apr 2024

Labor and Employment Law Bulletin - Obligation to Provide "Reasonable Accommodation" in Accordance with Amendments to Act for Eliminating Discrimination against Persons with Disabilities

Practice Groups

Labor Law Group

Dispute Resolution Group

Background

2005 The University of Kyoto (LL.B.)
2014 Fordham University School of Law (LL.M.)
Sep 2014 - May 2015 Worked for McDermott Will & Emery,
Paris

Publications

Labor and Employment Law Bulletin - Amendment of Status of Residence Regarding Digital Nomads AMT Newsletters Jun 2024

The Third Petty Bench of the Supreme Court found that in a case in which a lower court's decision that the case did not fall under "Difficult to calculate working hours" as defined in Article 38-2(1) of the Labor Standards Act, in regards to work performed outside the workplace by an instructor of a supervising organization related to technical intern training for foreigners, was illegal
Shojihomu Portal May 2024

Labor and Employment Law Bulletin - Obligation to Provide "Reasonable Accommodation" in Accordance with Amendments to Act for Eliminating Discrimination against Persons with Disabilities AMT Newsletters Apr 2024

Labor and Employment Law Bulletin - Requirement of Explicit Indication of Terms and Conditions of Employment Pursuant to Amendments to the Ordinance for Enforcement of the Labor Standards Act AMT Newsletters Mar 2024

Introduction to Japanese Business Law & Practice Fifth Edition Anderson Mori & Tomotsune Nov 2021

Essential Points of Japan M&A Practice (Second Edition) Shoji Homu Co., Ltd. Jun 2018

Japan – Employment Law Review 2017 Ius Laboris Apr 2018

The International Comparative Legal Guide to: Employment & Labour Law 2016 (Japan Chapter) The International Comparative Legal Guide to: Employment & Labour Law 2016 Mar 2016

ANALYSIS Take Over Bid Shojihomu Sep 2009

Professional Admissions

Japan (2007)
New York (2014 passed) (Not registered as a New York lawyer)

Professional and Academic Associations

Dai-ichi Tokyo Bar Association
Management Lawyers Council

Languages

Japanese (first
language)

English