



Lawrence Carter

Partner

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Lawrence Carter assists clients with labour and employment matters, including reductions in force, terminations and harassment investigations. He also advises clients with respect to domestic and international corporate matters, mergers and acquisitions and real estate matters.

LANGUAGES SPOKEN

- English

EXPERIENCE

- Assisting international companies with respect to global reductions in force large scale
- Advising Fortune 500 global clients with respect to contentious labor claims involving issues such as allegations of wrongful termination (or unjust removal of directors), harassment (sexual harassment and power harassment), non-payment of overtime and misclassification of independent contractor status
- Advised several global companies with respect to creating global HR policies
- Advised a major Japanese pharmaceuticals company on the purchase of a line of medical remedies from a US subsidiary in Japan
- Representing a publicly traded Japanese manufacturer on the purchase of a manufacturing company and its facility in the US and establishing a joint venture with the seller
- Representing a global company with respect to its internal corporate reorganization for multiple subsidiaries
- Representing an international financial institution with respect to privacy law issues and the creation of a comprehensive privacy law policy

CREDENTIALS

Professional Qualifications

RELATED SERVICES

- Corporate
- Product Liability, Mass Torts and Product Stewardship

LANGUAGES SPOKEN

English

- Attorney-at-law admitted with the State Bar of Hawaii

Recognitions

- Ranked as a leading individual in the area of Employment - Japan (International Firms) by *Chambers and Partners* 2012 - Present

Education

- Gonzaga University School of Law, J.D., 1996
- University of Hawaii, B.A., 1992

Memberships

- Hawaii Bar Association
- Tokyo Bar Association

INSIGHTS

Publications

- "Social Networking and the Global Workforce", *International Labor and Employment Laws*, Fourth Edition, Volumes IA and IB, 2017 Cumulative Supplement, Bloomberg BNA, December 2016
- "Japanese Government Takes a More Severe Policy against "Black Companies", *International Labor & Law Committee Newsletter*, published by American Bar Association (ABA), June 2015
- Contributing Author: "Transfer of Business and Acquired Employee Rights: A Practical Guide for Europe and Across the Globe", published by Springer, July 2016
- "Reforms to Japan's Defined Contribution Pension System Submitted to the Japanese Diet", *International Labor & Law Committee Newsletter*, published by American Bar Association (ABA), May 2015
- "Amendments to Japan's Labor Standards Act", *International Labor & Law Committee Newsletter*, published by American Bar Association (ABA), April 2015
- "Maternity Harassment Recognized by Supreme Court", *International Labor & Law Committee Newsletter*, published by American Bar Association (ABA), April 2015
- Abolition of resident representative requirement for subsidiaries of foreign companies in Japan, 8 Apr 2015
- 2014, 24 Oct 2014
- "New Law Proposed to Encourage Japanese Employers to Promote Female Employees to Managerial Positions", *International Labor & Law Committee Newsletter*, published by American Bar Association (ABA), October 2014
- "Proposed Exception to Five-Year Rule on Fixed-Term Employee," *International Labor & Law Committee Newsletter*, *American Bar Association (ABA)*, May 2014
- "Proposed amendments to Japan's Worker Dispatch Act," *International Labor & Law Committee Newsletter*, *American Bar Association (ABA)*, April 2014
- "An overview of Japanese employment law," ELA Briefing, *Employment Lawyers Association (ELA)*, February 2014
- Is Japan over the rainbow?, 10 Sep 2013
- "Whistling While They Smirk, or Eyeing the Door?," *Asian Counsel* Vol 9 Issue 10, (2011/12)