



Keiji Nasuda

Partner

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Keiji Nasuda focuses his practice on handling highly complex labor disputes including high-level collective bargaining with labor unions and representing companies in unfair labor practice claims, injunctions, litigation and labor tribunal cases, investigations, M&A related employment work such as post-merger integration, employee transfers and reductions in force.

Keiji's experience covers a wide variety of contentious employment matters for many leading multinationals with respect to employee terminations and severances, disciplinary actions, enforcement of post-employment non-compete covenants, harassment cases and employee performance management.

In addition, Keiji handles employment regulatory/licensing issues including complicated "disguised" outsourcing issues and negotiations with labor authorities, other worker dispatching matters and pensions and benefits. Keiji also regularly provides bespoke seminars for clients on various labor related topics.

Moreover, he handles corporate matters including advising clients with respect to joint ventures, shareholder squeeze-outs, share purchase agreements and other general corporate matters as well as entertainment matters such as advising on media buying agreements, talent management agreements and movie endorsement agreements.

- Employment
- Corporate

English Japanese

LANGUAGES SPOKEN

- English
- Japanese

- Advised premier global hotel chain on senior employee's harassment allegations and associated investigation and negotiations
- Advised global accounting firm on the withdrawal of an international seconded partner
- Represented a global pharmaceutical company regarding contentious collective bargaining with successive unions
- Represented global IT company's subsidiary on multiple employee terminations; handled the associated labor tribunal claim and negotiations

- Advised on company-wide employee misclassification regarding overtime payments for global software developer and global luxury watch maker and tour company
- Advised multiple U.S. headquartered multinationals on their major reductions in force in Japan
- Advised U.S. based global company on employment matters of global deal selling its whole business unit
- Advised Japan subsidiary of German company on employment matters of demerger deal
- Provided employment law advice to a global semiconductor manufacturer in connection with the acquisition of the semiconductor division of a Japanese multinational electronics corporation through a joint venture

CREDENTIALS

Professional Qualifications

- Attorney-at-law admitted with the Supreme Court of New York
- Bengoshi registered with the Daini Tokyo Bar Association

Recognitions

- Ranked as a Rising Star by Asia Pacific Legal 500, 2022/2021/2020
- Ranked as a next Generation Lawyer by *Asia Pacific Legal 500*, 2019/2018/2017
- Ranked as a leading individual in the area of Employment by *Chambers and Partners* 2018/2017/2016

Education

- Columbia Law School LL.M. (Harlan Fiske Stone Scholar), 2018
- University of Nagoya Law School, J.D., 2008
- Ritsumeikan University, Faculty of Law (Withdrew to enter Nagoya University J.D. program early), 2005

Memberships

- Member of the International Bar Association

ACADEMIA

- Lectured on Japanese Law at Tashkent State Institute of Law, Uzbekistan, 2008

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
- "Full Enforcement of Amendments to the Labor Contract Law of the People's Republic of China, Business Houmu," *Legal Affairs NEWS* 8, March 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
- "New Law Proposed to Encourage Japanese Employers to Promote Female Employees to Managerial Positions", *International Labor & Law Committee Newsletter*, 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
- "World Legal News - Overseas Trends of Worker Dispatch Act in 2013", *Business Houmu*, February 2014
- "An overview of Japanese employment law", *ELA Briefing*, Employment Lawyers Association (ELA), February 2014
- "Legal Affairs NEWS10 in the second half of 2012 - Articles on Employment", *Business Houmu*, March 2013

NEWS

DLA Piper announces partnership promotions for 2022

28 April 2022

DLA Piper is proud to announce that 74 lawyers have been promoted to its partnership. The promotions are effective as of April 1 2022 in the United States and May 1 2022 for EMEA and Asia Pacific. Promotions have been made across all of the firm's practice areas, spanning 38 offices in 21 countries.
