



資深顧問

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白梅芳

Elizabeth Pai

白梅芳律師執業超過二十年，對各類公共工程專案完整生命週期所涉及之法律議題有豐富的經驗，並專精於協助外國專業廠商參與我國之重大公共工程專案，例如：協助廠商研擬與相關當事人（業主、共同投標廠商、聯合承攬廠商、分包商、供應商等）間之契約並協助協議、代表客戶處理爭議（包括：爭議處理之協商、異議、申訴、履約爭議調解、訴訟、仲裁）。

白梅芳律師亦專長於為跨國企業客戶提供勞動法令諮詢，例如：企業併購案下勞雇相關問題諮詢、研擬公司規章以及與不同職級員工間之聘僱契約、代表客戶處理勞資爭議等。白梅芳律師長期與國際間律師事務所密切合作、經常參與 Employment Law Alliance 之活動並擔任講者。她獲 Who's Who Legal (WWL) 評選為 2023 年 Labour, Employment & Benefits 之 Thought Leader，是台灣該領域唯一獲此殊榮的律師。

專業資格

1996 年取得律師資格

學歷

- 美國賓夕法尼亞大學 法學碩士(2004)
- 私立東吳大學 法學碩士(2000)
- 國立台灣大學 法學士(1995)

經歷

- 理慈國際科技法律事務所(2000 迄今)
- 常在國際法律事務所 (1996)

專門領域

- 工程法
- 公司法
- 政府採購法
- 勞動法

辦案經歷

政府採購、公共工程

- 參與台北市捷運局機電處「CF610/CF611/ CF617 環狀線（第一階段）機電系統工程標、軌道工程、自動收費系統工程」（代表：知名義大利機電與車輛廠商）。
- 參與新北市政府捷運工程局「三鶯線捷運系統計畫統包工程」（代表：知名義大利公司）。
- 參與台北市捷運局機電處「CF620/CF627/ CF621 環狀線北環段及南環段機電系統、自動收費系統及軌道工程採購案」（代表：知名義大利公司）。
- 參與「台灣桃園國際機場聯外捷運系統建設計畫機電系統統包工程 (ME01 標)」（代表：交通部高速鐵路工程局）。
- 為知名美國公司就中油「第三座液化天然氣接收站儲槽興建統包工程」、台電「台中電廠新建燃氣機組計畫液化天然氣儲槽興建統包工程」提供法律意見。
- 為知名電梯公司就「臺中都會區大眾捷運系統烏日文心北屯線 CJ930 區段標工程」、「萬大—中和—樹林線（第一期工程）CQ870 區段標工程」提供法律意見。
- 為知名比利時公司就中油「第三座液化天然氣接收站建港及圍堤造地新建工程」提供法律意見。
- 為知名工程顧問公司就桃園捷運綠線機電標、土建標、用地取得等提供法律意見。
- 代表知名德國公司處理與台灣電力公司間林口氣渦輪發電機履約爭議。
- 代表知名日本公司處理交通部間「中正國際機場第二航站旅客自動運輸系統工程」履約爭議
- 代表知名加拿大號誌公司處理與中央信託局間「Train ATP System」採購申訴案
- 「台灣鐵路管理局委購計軸系統」採購申訴案之處理(代表知名德國集團在台子公司)
- 代表國內知名工程公司處理「捷運 CP-264 標潛盾隧道工程」履約爭議訴訟
- 代表知名美國公司處理「新桃電廠土建工程」爭議
- 為「觀塘工業區（港）開發計畫」提供法律意見、爭議處理（代表知名比利時公司與國內營造公司）
- 為知名比利時公司就「高雄港洲際貨櫃中心第二期工程計畫新生地填築工程」提供法律意見
- 為知名德國公司就台北市捷運局「新莊線／蘆洲支線／南港東延段／新店小碧潭站及台北捷運公司二十四列電聯車工程」提供法律意見
- 為知名美國公司就桃園國際機場股份有限公司「臺灣桃園國際機場園區第三航站區總顧問委託技術服務」提供法律意見

勞僱關係、以及企業日常經營涉及之法律事務

知名德國集團、知名工程顧問公司、金融期貨保險業、跨國零售業、國內電廠、知名瑞士菸草公司、知名電梯廠商、知名跨國精品集團、知名物流公司、知名跨國唱片公司、知名法國能源管理集團、知名電動車公司、知名香港航空公司、人力資源與派遣業、線上金融新聞媒體、跨國飲料公司、跨國電子商務企業、知名軟體和雲端運算公司、知名跨國科技廠商、知名跨國藥理檢測集團、知名美國商業不動產集團等法律諮詢

著作

- 我國政府採購決標制度之缺失與興革(與李宗德博士共同著作。發表於營建管理 2008 年秋季號)
- 我國公共工程合約下「衍生性損害賠償責任」之適用及其應有之限制(與李宗德博士共同著作。發表於 2002 年全國科技法律研討會)
- Chambers & Partners- Global Practice Guides: Employment 2017~ 2019, 2022 and 2023
- Chambers & Partners- Global Practice Guides: Alternative Energy & Power 2023
- Chambers & Partners- Global Practice Guides: Energy: Oil & Gas 2023
- Global Employer Handbook: Taiwan (Employment Law Alliance 出版)
- Asia Employment Law Quarterly Review (理慈與 Mayer Brown JSM 聯名出版)
- Employee Monitoring Advisory Note: Taiwan 2016~2023 (DataGuidance 出版)
- The Privacy, Data Protection and Cybersecurity Law Review 第 8 版「Law Review 之台灣章節」(合著)
- 「從經濟觀點論我國公司重整制度」(與王文宇博士共同著作。發表於國家科學委員會研究彙刊。2000 年。)
- 從經濟觀點論公司重整法制(碩士論文, 2000)

語言

國語、英語

Elizabeth Pai Senior Of Counsel
elizabethpai@leetsai.com

Elizabeth has been an attorney for over twenty years and has a long and rich experience in handling the legal issues that arise over the entire duration of a public construction project. She also specializes in assisting foreign professional contractors to participate in key public construction projects in Taiwan, such as assisting such contractors to negotiate and draft contracts with the relevant counterparty (the owner, joint bidder, consortium bidder, subcontractor, supplier, etc.), as well as handling dispute resolution matters (including negotiation, protest, complaint reporting, contract performance mediation, litigation and arbitration)

Elizabeth also has expertise in providing legal advice on employment law issues to multinational enterprise clients, such as employment-related matters arising in mergers and acquisitions, drafting company work rules and employment agreements with different levels of employees, as well as representing them in handling labor disputes. Elizabeth has worked closely with law firms around the globe for many years, and she is a frequent participant or speaker at activities hosted by the Employment Law Alliance. Additionally, Elizabeth has been recognized as a "Thought Leader" in Labour & Employment by Who's Who Legal(WWL) in 2023 and is the sole recipient of this prestigious award in Taiwan for this practice area.

QUALIFICATION

Admitted to the Taiwan Bar, 1996

EDUCATION

- University of Pennsylvania (LL.M., 2004)
- Soochow University, Law School (LL.M., 2000)
- National Taiwan University (LL.B., 1995)

EXPERIENCE

- Lee, Tsai & Partners Attorneys-at-Law (2000~present)
- Tsar & Tsai Law Firm, Taipei (1996)

FIELDS OF EXPERTISE

- Construction Law
- Government Procurement Law
- Corporate Law
- Labor Law

PREVIOUS PROJECTS AND CASES

Government Procurement, Infrastructure and Construction Projects

- Advising an Italian electromechanical engineering and transportation company in the "Circular Line (Phase I) E&M, Trackwork and Automated Fare Collection System Project (CF610/CF611/CF617)" of the System-wide E&M Project Office (under the Department of Rapid Transit Systems of the Taipei City Government)
- Advising a well-known Italian company in "San Ying Line Rapid Transit System Turnkey Project" of Department of Rapid Transit Systems, New Taipei City
- Advising Bureau of High Speed Rail, Ministry of Transportation and Communications in "Taiwan Taoyuan International Airport Access MRT System Project (ME01)"
- Advising a well-known Italian company in the "Circular Line (northern and southern sections) E&M, Automated Fare Collection System and Trackwork Project (CF620/CF627/CF621)" of the System-wide E&M Project Office (under the Department of Rapid Transit Systems of the Taipei City Government)
- Advising a major US energy company in the Third LNG Storage Tanks Receiving Terminal Engineering, Procurement, Construction and Commissioning Works Project" of CPC Corporation and the Taichung Power Plant LNG Receiving Terminal Storage Tanks Engineering, Procurement, Construction and Commissioning Works Project of Taiwan Power Company.
- Advising a well-known elevator company in the Taichung Mass Rapid Transit Project and the Wan Da Zhonghe Shulin Line (Phase one I) Project.
- Advising a well-known Belgium business group in the Third LNG Receiving Terminal Port Construction and Reclamation Project" of CPC Corporation.
- Advising a well-known engineering consultant company regarding E&M works, civil works and acquisition of land for the Taoyuan City MRT Green Line Project.
- Dispute resolution for a well-known German business group regarding government procurement contract in relation to Lin-Kou power plant project
- Dispute resolution for a well-known Japanese company regarding government procurement contract in relation to Passenger Automatic People Mover System of Chiang Kai-Shek International Airport Second Terminal Project

- Dispute resolution for a well-known rail equipment manufacturer regarding government procurement procedures in relation to Train ATP System procurement project
- Dispute resolution for the Taiwan subsidiary of a well-known German business group regarding government procurement procedures in relation to Axle Counting System procurement project of Taiwan Railways Administration
- Representing a well-known Taiwan construction company. for Project CP-264 of Taipei Rapid Transit System
- Dispute resolution for a major US energy company regarding its contracts in relation to Hsin-Tao power plant project
- Advising and dispute resolution for a well-known Belgium business group regarding Kuan Tang Industrial Harbor project
- Advising a well-known Belgium business group regarding “Kaohsiung Harbor Intercontinental Container Terminal Phase 2 Reclamation Project”
- Advising a well-known German business group. in the "Hsin Chun Line/Luchou Line/Nankang Eastern Extension Line/Hsiao Bitan Line/TRTC 24 Trains EMU Project (CK371/ CL601/ CE631/ CH321/ TAA001)" of Department of Taipei Rapid Transit Systems
- Advising a major US energy company in the “Technical Service of the General Consultancy for Taiwan Taoyuan International Airport Terminal 3 Area” of Taoyuan International Airport Corporation Ltd.

Employment and General Corporate Affairs

- Advising a well-known German business group, a well-known engineer consultant company, banking/futures/insurance businesses, international retail businesses, domestic power plant companies, a well-known Swiss tobacco company, a well-known elevator company, a globally well-known boutique group, a well-known logistics company, a well-known multinational music records corporation, a well-known French multinational energy management company, well-known electric car companies, a well-known Hong Kong airline, human resources businesses, an international on-line financial news provider, an international beverage group, an international e-commerce group, well-known software and cloud computing companies, well-known multinational technological companies, a well-known pharma testing group, and an American commercial real estate group on employment and general legal affairs

WORKS AUTHORED

- Deficiency and Enhancement of Contract Award Mechanism under the Government Procurement Act (Co-authored, 2008)
- Application and Limitations of “Consequential Damages” in Major Public Work Contracts (Co-authored, 2002)
- Chambers & Partners- Global Practice Guides: Employment 2017~ 2019, 2022 and 2023
- Chambers & Partners- Global Practice Guides: Alternative Energy & Power 2023
- Chambers & Partners- Global Practice Guides: Energy: Oil & Gas 2023
- Global Employer Handbook: Taiwan (published by Employment Law Alliance)
- Asia Employment Law Quarterly Review (co-authored between Lee, Tsai and Partners and Mayer Brown JSM)
- Employee Monitoring Advisory Note: Taiwan 2016~2023 (published by DataGuidance)
- Co-Author, Taiwan Chapter of The Law Reviews - The Privacy, Data Protection and Cybersecurity Law Review; Edition 8.
- Economic Analysis of Corporate Reorganization System of R.O.C. (Co-authored, 2000)
- Economic Analysis of Corporate Reorganization (Thesis, 2000)

LANGUAGES

Mandarin and English