



One Firm WorldwideSM



BRUSSELS LABOR & EMPLOYMENT PRACTICE

The Brussels Labor & Employment Practice offers Belgian and foreign companies that have activities in all sectors of the economy the following services with regard to Belgian and European labor, employment and social security law.

INDIVIDUAL EMPLOYMENT RELATIONSHIPS

- Drafting, reviewing and negotiating individual employment agreements.
- Structuring contractual relationships with corporate officers (managing and other directors and management companies).
- Advice on the termination of employment (dismissal, resignation, termination for cause).

- Enforcing post-termination obligations (non-competition, confidentiality, transfer of intellectual property, etc.).

INDUSTRIAL RELATIONS

- Advice on the organization of employee representation (election of works councils, committees for prevention and protection) and on issues raised by the functioning of such representative bodies; advice on union representation; advice on the establishment and functioning of European Works Councils.
- Drafting and reviewing company collective bargaining agreements, collective compensation and benefits agreements, and work regulations.



The Brussels Office handles all aspects of labor, social security and labor-law-related criminal litigation (strategic advice, the preparation of trial briefs, submission of evidence, pleadings, settlement negotiations, etc.).

TRANSACTIONS

- Performance of due diligence.
- Advice on the liabilities identified during the due diligence (e.g., prohibited secondment, social security liabilities, unusual expense structures, etc.) and the negotiation of the warranties and representations in these respects.
- Advice on the labor-related obligations with regard to the structuring and implementation of any transfer of undertaking, merger, private and public acquisition of shares or transfer of assets, divestiture or other form of company reorganization.
- Assistance in connection with the procedure of informing and/or consulting the employee representatives.
- Advice in connection with all post-closing objectives (e.g., harmonization of benefits, modification of employment agreements).

INTERNATIONAL EMPLOYMENT

- Structuring international employment (salary splits, foreign and inward assignments) from a labor, social security and tax perspective.
- Application for work permits and professional cards.

EMPLOYEE BENEFITS

- Drafting and implementing stock option, stock purchase and profit-sharing plans.
- Drafting and implementing bonus and employee benefits plans.

WORKFORCE RESTRUCTURING

- Analyzing planned restructurings (company closure, collective layoff) and developing potential strategies to effect them in the most satisfactory fashion.
- Drafting the required notifications to the public authorities and the employee representatives, negotiating with the employee representatives and implementing the restructuring through a “social plan”.

DAY-TO-DAY COMPLIANCE

- Advice on all day-to-day aspects of labor and employment law (e.g., paid vacation, equal treatment, harassment, remuneration, labor time, night work, establishment of flexible working regimes, temporary employment, secondment, outsourcing, internet policies, etc.).

SOCIAL SECURITY AND PENSIONS

- Advice on the Belgian social security regime for both employees and the self-employed (e.g., retirement, labor accidents, health care, unemployment).
- Advice on prepension and analogous plans.
- Advice on occupational pension plans (group insurance, key-man insurance and individual pension commitments).

LITIGATION

The Brussels Office handles all aspects of labor, social security and labor-law-related criminal litigation (strategic advice, the preparation of trial briefs, submission of evidence, pleadings, settlement negotiations, etc.).

ADDITIONAL INFORMATION

For additional information regarding our Labor & Employment Practice, please contact your principal Firm representative or one of the lawyers listed in this publication. General e-mail messages may be sent using our “Contact Us” form, which can be found at www.jonesday.com.

LAWYER CONTACTS

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