



Labour and Employment

Our Labour and Employment practice is one of the largest employment practices within a full-service law firm anywhere in Belgium and is recognised as a leading practice with 9 lawyers advising and assisting clients in all matters relating to Belgian and European labour and employment law.

Our team has vast experience and expertise in all legal aspects concerning human resources related issues. Our overall aim is to offer clients cost-effective, pro-active and pragmatic advice that enables better business decisions. We strive towards tailor-made and creative solutions to perfectly fit our clients' needs. One of our key differentiators is the fact that we work closely together with our internal experts specialised in corporate criminal law, with a special focus on social crimes and employment fraud.

OUR CLIENTS

Our clients are Belgian, foreign and multinational corporations, active in different industry sectors: energy, IT, automotive, retail, hotel, food, and logistics sectors. We also advise governments and public institutions, and our practice relating to employment in the public sector has grown in the past year. We also assist non-profit organisations, executives and self-employed service providers.

OUR APPROACH

We make sure that we understand the client's objectives, anticipate the issues and tailor our services accordingly to achieve the best possible result. Our approach is creative, hands-on and practical, even for the most complex issues. Our practice group works seamlessly with the firm's other practices, providing a complete approach to each matter

OUR TEAM

Our team is valued by clients for its knowledge, responsiveness and flexibility. It is also recognized for its ability to advise clients in several languages. (French, Dutch, English, German, Spanish and Italian). Our lawyers publish contributions regularly and are often invited to speak at seminars on topics relating to labour and employment law. They are members of national and international associations relating to employment law.

OUR SERVICES

Our range of services is global. We provide advice, negotiate and draft, communicate directly with unions and regulatory authorities, and represent our clients before the Labour Courts.

Our know-how includes:

Hiring and dismissal

Drafting of employment contracts, advising on the characterisation of the employment relationship, freelance and consultancy contracts, short-term and temporary work, secondments and foreign postings.

Dealing with problems linked to, among other things, the performance of the employment contract, individual dismissals, statutory and conventional protection against dismissal, dismissal for serious cause, motivation of the dismissal and manifestly unreasonable dismissal.

Collective labour law

Negotiation and drafting of CBAs (Collective Bargaining Agreements), communication with trade unions, work councils and health and safety committees, legal rights of recourse in case of strikes, information and consultation procedures, collective dismissals, (cross-border) transfer of undertakings, outsourcing, harmonisation of employment conditions, mergers, closures, negotiation of social plans, applications for benefits reserved for firms under restructuring or in economic difficulty, early retirement, insolvency, advice relating to the competent joint labour committee, and so on.

Compensation and benefits

Design and optimisation of wage packages, variable pay, bonus schemes, financial participation schemes, savings schemes, profit sharing plans – including executive remuneration and corporate governance.

Working conditions

Advice on issues related to working time (for example, work on Sundays, night work and shift work), health and safety at work, occupational accidents, etc.

Working time and social security

Advice and litigation in relation to, among other things, the scope of application of the employees' social security system, regulations on contributions, benefits and allowances, and assistance on visits from the social inspectorate.

OUR RECENT RELEVANT EXPERIENCE

- Assisting globally established manufacturer of precision products in plastics and rubber with a collective lay-off, including the preparation of information and consultation procedure, advice to client during all meetings with the works council, negotiation of the social plan and draft of CBA's.
- Assisted collective rights organisation in intricate and multiple dismissal cases, entailing amongst others the termination of the employment agreement of its CEO and HR director, and advising client in the individual litigations started by the dismissed employees.
- Assisted world market leader of integrated perimeter security systems and solutions in all aspects of the collective lay-off of 80 employees.
- Coordinating an international advice on pre-employment background checks on job applicants for an international leader in medical devices.
- Advising an international independent provider of aviation and expeditionary services to the global commercial, government and defense aviation industries, on the implementation of its new organisation structure.
- Advising a multinational transportation network company in several litigations.
- Advising a leading provider of high quality specialty and organic sugars in HR related collective and individual matters.
- Assisting federal public institution in a court case related to discrimination.



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PARTNERS

- Vincent Busschaert
- Paul Geerebaert

WHAT OTHERS SAY ABOUT US

'Liedekerke Wolters Waelbroeck Kirkpatrick has an excellent and very knowledgeable team'.

'They are punctual, motivated and passionate about the law and their cases'.

'Paul Geerebaert has an outstanding reputation. He has a strong sense of urgency and gives each client a feeling of top priority'.

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"The lawyers are reliable and responsive; I know that I can reach them and that they will satisfactorily revert to me."

Paul Geerebaert has significant experience representing companies and employees in contentious dismissal cases and other employment litigation. Clients particularly highlight his responsiveness as a key strength.

Chambers Europe - 2020

CONTACT

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