



**Employment law services for
internationally operating companies**



Pallas Attorneys-at-Law specializes in international employment law and employee participation law. Within these areas of expertise, we are dedicated to providing excellent advice, assistance and representation.

Our client portfolio consists of national and international companies (including many listed on AEX, NYSE, TSX, PSX, NASDAQ), Dutch middle market companies, works councils, executives, directors and higher management.

Pallas Attorneys-at-Law practice areas for internationally operating companies

Since 'employment law' is a broad term, below follows a brief description of our firm's practice areas which will be of particular interest to cross-border operating companies.

Expats @ Impats

When disputes arise with employees who are sent abroad (Expats) or brought to the Netherlands (Impats), employers find that they have to cope with law systems of more than one country. Furthermore, the court of the country of residence of the employee often has exclusive jurisdiction in termination proceedings. The risk of complicated legal proceedings can be reduced significantly if the Expat/Impat assignment conditions are well defined before the commencement of the

secondment. For this reason it is crucial to have clear expat policies and a separate assignment agreement. For instance, an expat policy and assignment agreement must provide for repatriation conditions applicable to the end of the assignment and – more importantly – in case the assignment proves to be unsuccessful. This will prevent the employer from being forced to institute costly and difficult legal proceedings in the host country.

Pallas Attorneys-at-Law is experienced in assisting international employers with setting up secondment structures, expat policies, assignment agreements and employment contracts with a cross-border dimension. When drawing up the necessary legal documents we take into account business needs, all legal and tax aspects and best practices. If things turn out not to be successful, we provide advice and litigation services in cases regarding termination of (or changes in) international employment contracts and cross-border assignments.

Cross-border restructuring or relocation

When companies are faced with the need to restructure or take the decision to relocate all or part of its business, this will often imply changes in the international workforce. In these situations a good understanding of the applicable international legislation is crucial for a successful project. In most



cases European treaties, directives and regulations will help employers with their complex cross-border projects (e.g. regarding transfer of undertakings, collective redundancy, information and consultation, data privacy and equal treatment). It takes a capable and experienced advisor to guide employers through this complex international regulatory framework.

Pallas Attorneys-at-Law has a track record in complex cross-border employment projects and specializes in assisting employers with employment aspects of international restructuring or relocation projects, which will save costs.

Works Councils and employee representation in an international environment

Companies that operate across borders will very likely have to deal with works councils in various countries and may even be required to have an European works council. Together with the influence of local trade unions and possible collective bargaining agreements this creates a complex international 'communication field' regarding employee representation. This complexity will be evident when a cross-border project needs to be rolled out.

Pallas Attorneys-at-Law has provided assistance to various companies within the mandatory field of employee representation and with setting up a cross-

border (European) works council strategy and guidance through the various stages of employment projects, such as transfer of undertakings, collective redundancy, establishing new subsidiaries, winding down subsidiaries and relocation.

Managing Directors with an international role

Giving advice about the position of directors is a specialism in itself. We can provide specific guidance on the various aspects of corporate law and employment law that apply to directors, regardless of their position in the company. Especially if a managing director has an international role (e.g. responsibility in multiple countries or a task to develop new business abroad for an international company) our specialist assistance in employment law proves its worth.

Pallas Attorneys-at-Law takes into consideration that the director's responsibilities may affect the interests of many different parties, including shareholders, foreign board members and executives, customers, suppliers, financial market regulators, co-directors, employees, works councils and trade unions. These interests will be important when agreeing on a new employment contract, but even more so in case of termination.

General employment law

Pallas Attorneys-at-Law provides strategic advice and practical legal assistance in matters ranging from drafting employment contracts, legal assistance with recruitment and individual dismissals to collective workforce redundancies. Our firm is internationally oriented and experienced in handling a wide range of employment law cases, both nationally and internationally. We all look beyond our own professional areas to consider aspects such as wage tax and social security, so that you can be assured of the highest quality of our legal services at all times.



Pallas Attorneys-at-Law offers high quality services at competitive rates.

Additional information:

For more information on our services and our people,
please visit www.pallaslaw.nl

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