

Employment law services for expats



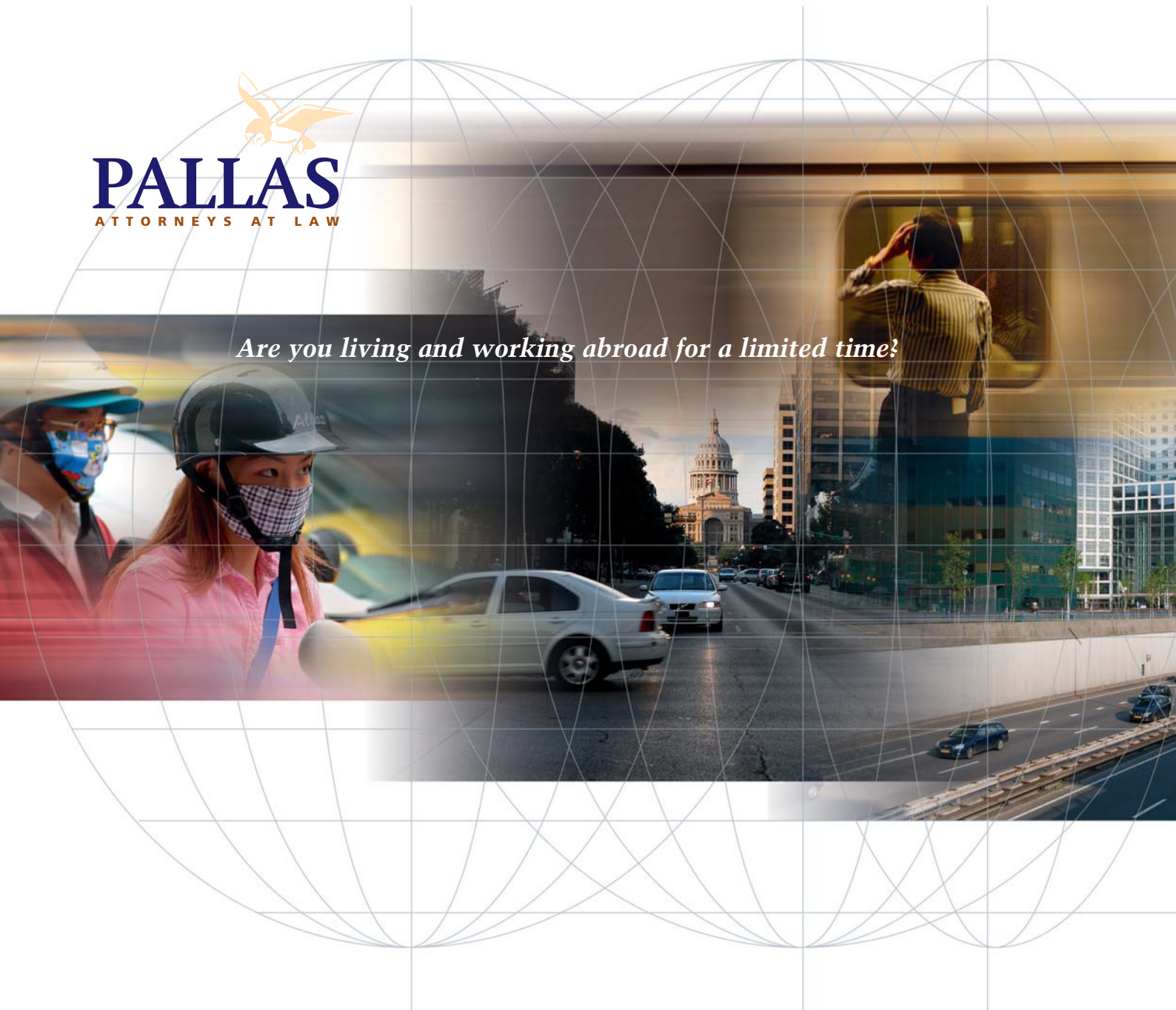
Are you living and working abroad for a limited time? Then your relationship with your employer and the terms and conditions of your employment may change. You may be subject to your host country's laws in specific areas, and have to sign an additional or complementary contract, possibly, with a different employer. And if you originate from outside the EU, work and residence permits will also be an important issue.

Especially in the situation that your secondment or employment will be terminated, it is important to become aware of your rights and to contact a legal advisor to assist you in this process.

Pallas Attorneys at Law are specialized in international employment law. Our attorneys are familiar with the problems that can arise when employees are seconded abroad. We provide multidisciplinary advice (including tax and social security), in close consultation with external specialists.



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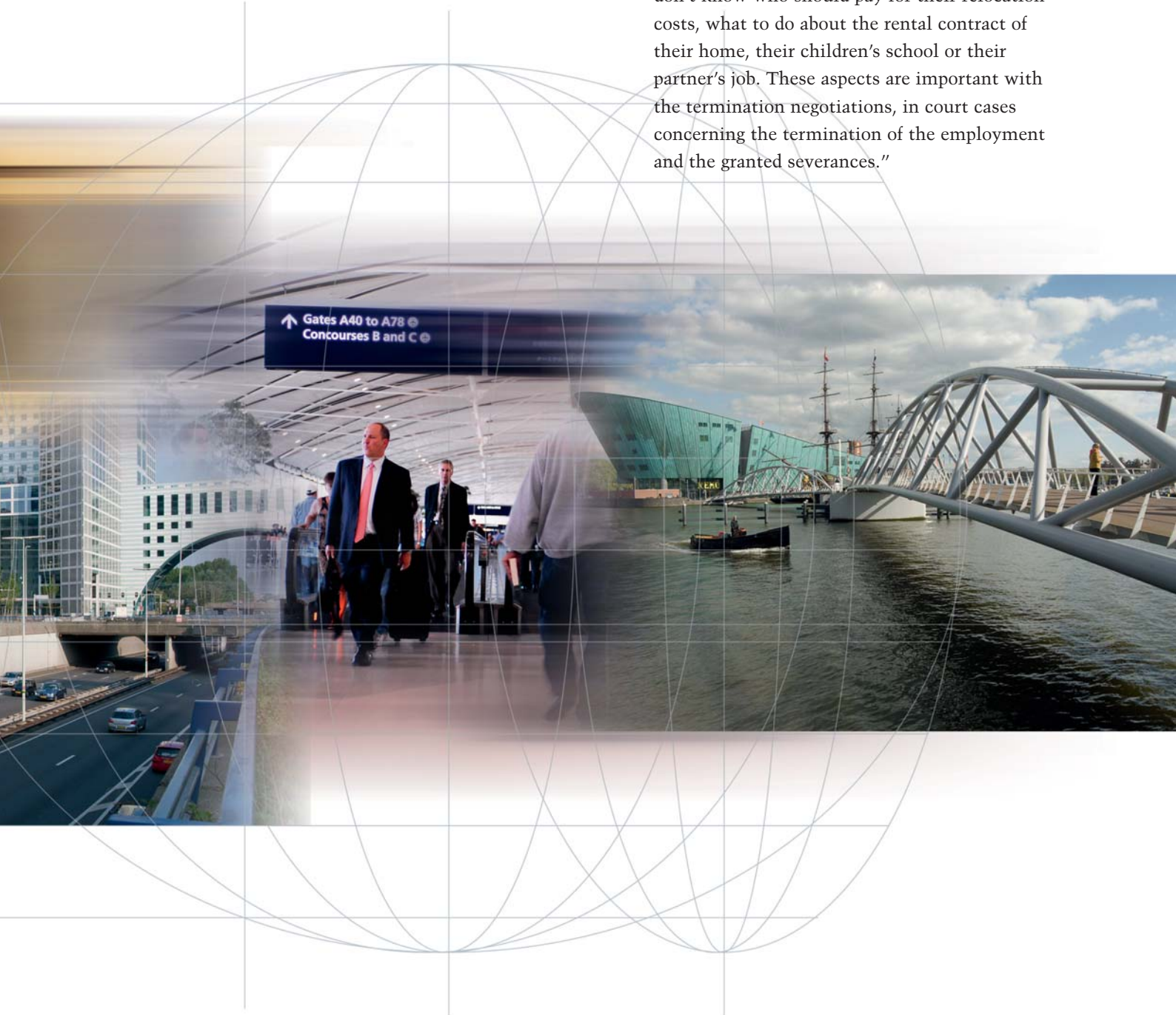


Do's and don'ts

Be aware that your employer should respect Dutch and international law even though your contract may state otherwise and that the regular Dutch severance calculations should be adjusted to your expat situation. Do not sign any termination agreement before obtaining advice from an expert and contact a lawyer as soon as your employer mentions that they intend to fire you.

"In their haste to terminate contracts with their expat employees, employers in the Netherlands sometimes even bypass the notice period or payment of a severance fee. Expats often aren't aware of their rights. The good news is that Dutch law is employee-protective. For instance, an employer is not allowed to fire an employee without the court or labour office's permission. It is also very common in the Netherlands that a fired employee will be compensated for loss of income and possible damages.

However, in contrast to local employees, when expats get fired, they find themselves facing an array of questions. They are left wondering about their residence status, if and when they have to leave the country, where to look for another job, if they are eligible for severance pay. They don't know who should pay for their relocation costs, what to do about the rental contract of their home, their children's school or their partner's job. These aspects are important with the termination negotiations, in court cases concerning the termination of the employment and the granted severances."



Pallas Attorneys at Law, is a law firm located in Amsterdam, The Netherlands, and is specialized in employment law. Our focus is always on the best interests of people at work. We are experienced in handling the full range of national and international employment law matters. We assist employers, directors, works councils and employees with an approach that is personal and based on mutual trust.

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