

IN Amsterdam *Work & Careers seminar*

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Dutch Employment & Dismissal Law

Presented by Arnoud J. Noordam PhD

Noordam Advocatuur



international newcomers
amsterdam

Introduction

- How it all started...
- Twenty years assisting expats
- I Employment Law
 - A. Revision of draft employment contracts
 - B. Sickness situations - salary issues
 - C. Non-competition clauses - legal advice
 - D. Dismissal and redundancy - advice, negotiations and court proceedings
- II Insolvency Law

- 1) Types of employment contracts
- 2) Chain rule
- 3) Chain rule - before 2015 and probably again as of 2019!
- 4) Probation period
- 5) Contract clauses
- 6) Employee protection
- 7) Severance pay
- 8) Severance pay until July 2015
- 9) Questions

Types of employment contracts

- 1st Temp contracts -
 - ABU Collective Labour Agreement:
 - Phase A (78 weeks, temp clause)
- 2nd Flex Workers - 0 hours - min max
- 3rd Definite period of time
- 4th Indefinite period of time

Chain rule

Contract for an indefinite period of time

A. After 24 months, or

B. As of the commencement of the 4th fixed-term contract

- ***unless*** there is a break of more than **six** months between successive contracts.

* *Exceptions in collective labour agreement possible!*

Chain rule - before 2015 and probably again as of 2019!

Contract for an indefinite period of time

A. After 36 months, or

B. As of the commencement of the 4th fixed-term contract

- Contracts before 2015: *unless* there is a break of more than **three** months between successive contracts
- Contracts as of 2019: *unless* there is a break of more than **six** months between successive contracts

Probation period

Duration of employment contract	Maximum probation period *
Indefinite contract	2 months
Contract of 2 years or longer	2 months
Contract less than 2 years	1 month
Contract for the duration of a project	1 month
Contract for 6 months or shorter than 6 months	No probation period

** The provisions of a collective labour agreement may deviate from the given maximum probation periods*

Contract clauses

Clause	Comments
<i>Holidays</i>	Minimum: 4 * weekly working days (4*5 = 20 days)
<i>Holiday pay</i>	8%
<i>Salary</i>	Minimum € 1,578.00 (> 22 years; Jan 2018)
<i>Employee notice period</i>	1 month; sometimes more...
<i>Employer notice period</i>	< 5 years: 1 month 5 - 10 years: 2 months 10 - 15 years: 3 months > 15 years: 4 months
<i>Non-competition clause</i>	A. NOT for short term contracts - in principle... B. Binding clause ?

Employee protection

- *Sickness situations*
 - 2 years continued payment: 70% or more
 - Re-integration
 - No termination of employment by giving notice during first 2 years of sickness
- *Dismissal protection*

Severance pay - statutory rules

- 1/3rd of monthly salary for each year of employment
 - *But not during first two years!*
- 1/2 month salary if employment > 10 years
- Maximum: € 79,000 - or 1 year salary (if higher)
- Court can award higher severance if employer seriously culpable...

Severance pay before July 2015

old rules sometimes still used in Social Plan

$$A*B*C = \text{€ ...?}$$

A = Number of years of employment, weighted according to age (< 35, 35-45, 45-44, >55)

B = Monthly remuneration

C = Blame factor (in Dutch: '*Correctie factor*')

Visit our website including a Contact Form

www.noordamadvocatuur.nl

Reach us on 020 - 68 98 123

info@noordamadvocatuur.nl

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- Public parking spaces usually available
- Tram line 2 stops nearby our office