



Eddy Lievens

Partner

Brussels

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Eddy Lievens is an employment lawyer advising clients on the full range of employment law issues.

He has acquired important hands-on experience in both human resources management and operational management in the aviation business. He assists employer clients with compensation and benefits, pensions, international mobility, worker participation, worker representation, social elections, negotiations with trade unions, restructuring (including collective dismissal and plant closing), outsourcing, transfer of undertakings, integration after corporate restructuring, managed service provider solutions, data protection and employment litigation.

Eddy heads the Employment team in Belgium.

Eddy provides services to DLA Piper UK LLP through a limited liability company.

LANGUAGES SPOKEN

- Dutch
- English
- French

EXPERIENCE

- Assisting a world leading company in vehicle cargo handling in interlocutory proceedings aimed at the elimination of very extensive work safety measures imposed by the Ministry of Employment in the port of Antwerp
- Assisting the largest brewer by volume in the world to set up global employment terms and conditions for their executives in 17 jurisdictions (situated in Europe, North and Latin America and Asia); these terms and conditions needed to reflect the best practice clauses according to market standards, the specific local legal requirements and the company's new compensation system
- Assisting the Belgian organization of a large international company headquartered in the UK and specialised in office equipment with several restructurings and integration issues, providing labour law advice in the framework of takeovers,

RELATED SERVICES

- Employment
- Corporate

RELATED SECTORS

- Government Contracting
- Life Sciences
- Consumer Goods, Food and Retail
- Insurance
- Industrials
- Hospitality and Leisure
- Technology

LANGUAGES SPOKEN

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downsizing and relocation, setting up new employment conditions and remuneration schedules and counselling on workers representation issues

- Assisting a UK-based retailer of mobile phones in the labour law aspects of taking over chains of mobile phone stores in Belgium and providing general labour law advice, including adapting work regulations and employment contracts to regulatory changes
- Assisting several companies in setting up HR policies in relation to fraud prevention, including the use of video and satellite surveillance, the installation of surveillance systems for the use of email and internet, as well as the setting up of a whistleblowing hotline
- Assisting several international groups of companies with collective dismissals and closing of plants in Belgium.

CREDENTIALS

Professional Qualifications

- Advocaat registered with the Nederlandse Orde van Advocaten bij de Balie te Brussel

Prior Experience

2002 to date, Partner, DLA Piper UK LLP

1997 to 2002, Employment Partner and founding partner of a Belgian law firm

1993 to 1996, Employment lawyer initially with a Belgian law firm

1985 to 1993, Career in HR and Operational Management with Sabena (promoted to the level of Personnel Director in 1991 and Vice President Flight Operations in 1992)

1983 to 1985, Lawyer (trainee) working for Supreme Court lawyers.

Memberships

- Personnel Director and member of the Executive Committee in a large Belgian commercial airline company
- Member of the Brussels Bar

INSIGHTS

Publications

Be Aware Special Newsflash 2019

17 September 2019

Be Aware Belgium Series

Read here our insights on the items of the new Belgian Code of Companies and Associations which may have an impact from an HR-perspective within the most commonly used limited liability companies (hereinafter referred to as the LLC), i.e. public limited liability companies (NV/SA) and private limited liability companies (BV/SRL).

Corporate reorganizations in the US, Belgium and Luxembourg: What should you be considering?

13 June 2019

In the second edition of 'Getting the Deal Through' Q&A comparative series, we look at the key points which should be considered when thinking about corporate reorganisation, taken from our US, Belgium and Luxembourg chapters.

Fundamental change in the case law and the position by the National Office for Social Security on benefits granted by the parent company

10 DEC 2018

A considerable number of multinationals have a system in place whereby the members of the senior management in the subsidiaries receive equity awards such as RSU's or TRSU's directly from the foreign parent company, whereas they are employed by the Belgian subsidiary. Traditionally, the position was taken that these RSU's or cash bonuses were exempt of social security contributions, as they were not granted by the employer provided the subsidiary did not intervene in the process or in the costs. A recent change in the case law and in the instructions to the employers by the Belgian National Offices for Social Security makes it necessary to reconsider this subject.

E-employment contract

29 DEC 2017

Since 2007 employment contracts can be signed electronically. Moreover, it is also possible to send and archive various social documents electronically.

Dissuading garden leave periods

29 DEC 2017

One of the biggest challenges of the Belgian labour market is to retain older employees longer in employment. To address this issue, the Belgian legislator restricted the legal possibilities for early retirement, and adopted several measures to "reactivate" older employees in employment, among others by dissuading garden leave periods.

Employee profit participation plans

29 DEC 2017

One of the primary goals of the current Belgian Federal Government is to reduce the salary costs of employees in Belgium. To achieve this goal, the Government introduces a legal framework for cost-effective employee profit participation plans (EPPP).

The factual reinstatement of probationary periods

29 DEC 2017

Since 1st of January 2014, it is not possible to include probationary periods in newly concluded employment contracts (except for students and temporary agency workers).

Enhancing social protection of international employees assigned to Belgium

29 DEC 2017

Each employer who wants to occupy foreign workers (or self-employed for that matter) in Belgium must (unless those excluded by law) preliminarily declare their employment to the Belgian labour authorities via a so-called LIMOSA-declaration.

The flexi-job system is extended to a number of other sectors

29 DEC 2017

The flexi-job regime was already introduced in the horeca (hotels, restaurants and pubs) sector by means of the Act of 16

November 2015 holding various provisions concerning social affairs. The system aimed to combat undeclared labour in the sector by offering a regime that can easily be reconciled with the high fluctuations in the demand for staff in this sector and that restricts the tax and social security costs in this labour intensive industry through a favourable tax and social security regime.

When it storms in Paris, it is drizzling in Brussels: also in Belgium legislation on disconnecting from e-mail

29 DEC 2017

In the current technological and economic climate, a lot of workers are provided with a mobile phone by their employer on which e-mails arrive at any hour of the day and whereby the expected speed of reply is continuously increasing.

Social inspectors: mystery shoppers when it comes to discrimination?

29 DEC 2017

The legal reforms amend the social criminal code by allowing social inspectors to act as mystery shoppers in the context of the three anti-discrimination laws.

Stimulating e-commerce: new rules regarding night work and Sunday work

29 DEC 2017

To develop e-commerce activities, the possibility to perform night work, i.e. work performed between 8 PM and 6 AM, and Sunday work is crucial. In Belgium however, the current process to implement such work regimes is a heavy burden for employers and hinders the efficient performance of e-commerce activities in this fast-paced industry.
