



## **Michaël De Leersnyder**

Attorney at Law  
Partner

### **Brussels**

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Admitted to the Bar in 1998

**Languages:** Dutch, French, English

### **Practice areas**

Employment & Pensions, Collective Bargaining

### **Other professional activities**

- Member of the Association des Juristes Practiciens de Droit Social (AJPDS)
- Member of the European Employment Law Association (EELA)
- Head of Employment practice group

### **Education**

- University of Brussels, ULB (Law Degree, 1994)
- University of Aberdeen, Scotland (Law Certificate, 1994)
- University of Brussels, VUB (Postgraduate in Economic Law, 1995)

### **Why recommended**

Michaël spends the majority of his time assisting national and international companies in the day-to-day management of their company. This assistance is provided regarding all employment matters including but not limited to the hiring and the termination of employees, contracts involving salary package negotiations and advice in relation to split-salaries.

He also has extensive experience in resolving arising collective issues relating to employees, works councils, trade unions or any third parties.

Advising private clients in connection with their employment and the termination of their employment; Michaël focuses in particular on resolving problems relating to the requalification of independent contractors.

Legal 500 – 2008: *“Michael De Leersnyder has been very successful in developing a service to provide clients with urgent employment-related solutions.”*

### **Relevant experience**

- Closing of various companies, including negotiations of social plans
- Regularly defending clients interests before the labour law courts
- Drafting of collective bargaining agreements
- Assisting various clients in the termination of the employment of their management

### **Relevant publications**

- *“De nieuwe technologieën en hun invloed op het arbeidsrecht”*, S. Van Wassenhove, M. De Leersnyder, G. Chuffart, D. Mulliez, U.G.A., 2003, 200 pages.
- *“Nieuwe technologieën en hun invloed op het arbeidsrecht”*, Gent U.G.A. Edition – 5<sup>th</sup> Edition 2004, 195 pages.

## Other experience

- Assisting a Belgian luxury goods producer in creating a more flexible working environment, aiming at increasing working hours
- Obtaining regularisation of working permits for non-EU citizens of a large Italian engineer group
- Obtaining court orders for the Belgian market leader in the newspaper distribution and for an international train operator, allowing them to continue working during a national strike
- Advising a large Norwegian oil company with regard to employment problems due to a transfer of undertaking
- Drafting all documents (including work regulations, employment contracts, etc.) for the Belgian subsidiary of a Swiss chocolate producer

## Other publications

- *“Employment law in Europe”*, London, Butterworths, 2001, 1026 pages.
- *“Le statut du sportif en droit international, droit européen, droit belge fédéral et communautaire”*, Brussels Larcier Edition 2004, 336 pages (adapted into French by Michaël De Leersnyder).