

Brighton & Wood

European Employment Lawyers & Advisors

New legal models for cross border employment from 2020 – cost optimization

INDUSTRIAL INSULATION | SCAFFOLDING | WELDING SERVICES

New legal models for cross border employment from 2020 – cost optimization

**POSTING of EAST-EUROPEAN WORKERS TO THE NETHERLANDS,
BELGIUM AND GERMANY**

– new European and national laws, new calculations, new business models from 2020
– Rotterdam | 14 November 2019 r. | Marriott Hotel***** Rotterdam

PROGRAMME

11.00-14.00 CONFERENCE FOR CROSS BORDER BUSINESSES

I. Change of regulations from 2020

- The ability of a Polish, Lithuanian and Bulgarian company to post the workers abroad: **not every company can post employees to the Netherlands, Belgium and Germany from 2020**
- Employee's ability to be posted abroad: **not all employees can be posted to the Netherlands, Belgium and Germany from 2020**
- **Restrictions on posting to workshops** located in the Netherlands, Belgium and Germany
- **Limitation of posting: 12 months**
- Exceptional extension of posting for longer periods
- New rules for the rotation of posted workers between the Netherlands, Belgium and Germany
- New rules for issuing A1 forms from 2020
- A1 – Art. 12 Reg. 883/2009
 - mandatory extended periods of employment in Poland, Lithuania, Romania and Slovakia and other east European countries before posting to the Netherlands, Belgium and Germany
 - mandatory extended break periods between 12-month postings
- A1 – Art. 13 Reg. 883/2009
 - New rules for A1 forms according art. 13 - **Which companies won't be able to post employees to Belgium, the Netherlands and Germany from 2020?**
- From 2020, companies from Poland, Romania and Lithuania must apply **higher wages** for their employees posted to the Netherlands, Belgium and Germany - how much will increase the prices of services of companies from Central and Eastern Europe from 2020?
- **Responsibility** of Belgian, Dutch and German companies for the remuneration of employees posted from Poland, Lithuania, Romania and Slovakia
- **Calculation** of posting costs to the Netherlands, Belgium, Germany
- Taxation of the posting company
- Taxation of posted workers
- Social security contributions
- Other mandatory funds for posted workers

- **Calculation models for cross-border employment costs** in the scaffolding, insulation and welding industry – posting of workers to the Netherlands, Belgium and Germany
- The responsibility of the Belgian, Dutch and German companies for the social security contributions and taxes of companies from Poland, Romania and Bulgaria
- Posting of employees from Ukraine and other non-EU countries to the Netherlands, Belgium and Germany
 - Van der Elst procedure
 - A1 forms
 - Taxes, social contributions
 - Salary calculations

I. New models for cross-border employment: posting of workers from 2020

- temporary employment – subcontracting
- posting of workers – direct employment
- cost calculation of a posted worker after 2020: taxes, social contributions, other obligatory funds

II. Control procedures and other problems

- **how to avoid problems?**
- inspections in Belgium, the Netherlands, Germany and in east European countries
- new cross-border control system

III. Documentation: the correct documentation for posted workers!

IV. Cost optimizing: how to operate legally and optimally in the scaffolding, insulation and welding industry in the Netherlands, Belgium and Germany?

14.00-15.30 get together – working lunch

Free of costs meeting for all conference participants.

16.00-18.00 Let's have a glass wine

Tomasz Major, President of the Chamber of Polish Employers and Managing Partner at Brighton & Wood, invites for a special wine tasting!

(by special invitation only, free of costs)

Due to the practical nature of the meetings, the number of Conference participants has been strictly limited to 60 participants. Due to the practical nature of the meeting and the limited number of places, we are asking representatives of state institutions, universities, organizations of entrepreneurs and employers, as well as law and tax firms, accounting companies and other advisors **not** to participate in the Conference. - **The conference is intended only for employers acting in the insulation, scaffolding, construction and welding industries.**

The speaker in the conference is Tomasz Major - Managing Partner at Brighton & Wood.

Brighton & Wood has been advising leading companies employing workers from Central and Eastern Europe in industrial insulation, scaffolding, construction and welding industry for over 15 years. Brighton&Wood - a boutique law firm specialized in Cross Border Employment in Europe. Brighton&Wood provides specialist consulting services in the area of law, taxes, payroll accounting and outsourcing services to European and Asian companies posting employees abroad and to companies employing foreigners in Europe. This is the niche Law Firm on the market involved exclusively in cross-border employment.

Contact: www.BrightonWood.com

Tomasz Major, is the author of the best-selling book "Posting of Workers in Europe" and over 200 other publications on cross-border employment. He is the founder of the European network of companies advising cross-border acting companies and their contractors (www.GlobalEmployment.eu). "Nobody knows better than Major the posting of workers rules in Europe," wrote the opinion-forming German Magazine Wirtschaftswocne in 2011. Tomasz Major has been serving Polish, Lithuanian, Romanian, Bulgarian, Hungarian and Slovak companies operating in industrial insulation, scaffolding, construction and welding industry, as well as their German, Belgian and Dutch contractors for over 20 years.

Contact: TMajor@BrightonWood.com

Brighton & Wood

Most of the **things worth** doing in the world had been declared impossible before they were done.

Register now: www.BrightonWood.com <http://brightonwood.com/rotterdam2019en>