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Seminar

# Labor Law Strategies in Costa Rica for English-Speaking Key Company Personnel

BDS as specialized law firm that provides labor and corporate consultancy to local and multinational notorious companies invites the public to its first English-spoken update seminar on the most relevant issues regarding employment laws in Costa Rica, created especially for Managers, key company personnel of companies that intend to operate in Costa Rica or corporations that already operate in the country. The analysis of these topics will be subject of a dynamic discussion on which the participants' intervention is promoted, combined with the facilitator's experience on cases that have been studied and solved, by the firm highly experienced and expert on local and multinational companies' labor matters during the years.

## Content:

- Effect of labor law **principles** in the labor contract: protective principle, territorial principle, good faith, un renounce and continuance principles.
- Main elements that determine the existence of a **labor contract**: personal service, remuneration (payment) and subordination.
- Correct management of **non employment figures** commonly used by companies in Costa Rica: outsourcing and professional services contracts.
- Implications on the **compensation elements** that may integrate the employee's income: salary, expenses reimbursements, grants and indemnities.
- Social security **contributions and income taxes** on wages and other non salary benefits.
- Proper management of **medical incapacities** and licenses.
- Limitations on designing or changing **schedules**.
- Relevant information on **vacations, holidays and days of rest**.
- General explanation on **labor indemnities payment** according to the termination of the employment contract.
- The Solidarism Associations ("**Asociaciones Solidaristas**") figure in Costa Rica and their general regulation.

### Main Facilitator: M.Sc. Francisco Salas Chaves

Co-founder of the firm. Graduated in Law from the Universidad de Costa Rica in 1995. Master in Business Law from the UCI University in Costa Rica, and currently on the Labor and Social Security Law Masters Program of the UNED University in Costa Rica. Partner, Consulting Manager and Coordinator of the Litigating Practice of BDS. Wide experience in preventive and corrective labor counseling for different national and multinational companies, and also, on Public Administration labor law. He has been appointed as Legal Counsel for Professors and Educators Board and for the Retirement Board of the Magisterio Nacional. In the academic field, he is professor of Labor Law at the Universidad de Costa Rica and has written several articles on labor law for different written press media.

**Date:** April 8<sup>th</sup>, 2010

**Hour:** 8:00 a.m. to 1:00 p.m.

**Place:** Hotel Real Intercontinental

\$125  
per person

