



V&M ASSOCIATES
ADVOCATES & SOLICITORS

NEWS LETTER JULY-2018



Editorial Board

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About us:

V & M Associates is a Law Firm with Head office at Chennai, and Associate Law Offices at major cities of the country like Hyderabad, Kerala, Karnataka, Mumbai, and Kolkata. The office in Chennai, conveniently located close to the International & Domestic Airport and it is easily accessible from all parts of the City.

The Partners and members of the Firm are Senior professionals with several years of experience behind them. Some of our Senior founding partners rendered their services in the Capacity of Regulating Authorities with Judiciary Powers for State & Federal Government. The practicing team is supported by the Economic Legislative Experts like Chartered Accountants, Company Secretaries & Management Cost Accountants besides has the team of able assisting trained Para legal workforce.

They bring the highest level of professional service to clients along with the traditions of the profession, integrity and undisputed ethical practices. Members of the Firm are in absolute alignment with the work-culture of Global Law Firms as well as with an ability of meeting the expectations of large corporate clients.

The Firm has amongst its client's Multi Nationals, Industrial Houses with huge workforce, Information Technology companies, Leading Software Houses, ITES Companies and most admired leading Indian corporations.

V & M Associates has developed a high specialization in the field of Legal & Management Business Advisory services, providing 360 degree of scale with the 3 Dimensional approaches on client centric customized, consulting services of to all kind of Corporate Houses.

Our Corporate Law Services is a team of highly qualified and experienced lawyers, who offer effective services to our clients by combining broad knowledge of corporate law matters with experience in key sub disciplines, with the ability to identify potential issues and develop real-time, practical solutions to a wide variety of client concerns.

Service Offered

01. Start-up support for companies
02. Court Representations (Supreme Court, High Court, Tribunals)
03. Legal Consulting
04. Advisory and Support services
05. Arbitrations
06. Labour Law Consulting
07. Due Diligence Audit and Entity Audits
08. Liability Audits
09. Handling of Employment Disciplinary Proceedings
10. Support Services for Handling Unions /IR/ ER Issues
11. Registrations of Establishment
12. Contractors' Compliances Monitoring

AMENDMENTS AND NOTIFICATIONS

01. Circular regarding Annual Preventive Health Check-up for Insured person for 40 years & above by Employees State Insurance.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/07/Annual-Preventive-Health-Check-up.pdf>.

02. A Bill further to amend the Tamil Nadu Shops and Establishments Act, 1947 – Obtaining Registration Certificate for Shops & Establishment.

http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/07/TN_SE_Act_Amendment_2018_Bill-Registration-Certificate-for-Shops-Establishment.pdf.

03. Amenment on Factory Rules - Medical Examination by Certifying Surgeon in Fire Industries.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/07/Amenment-on-Factory-Rules-Medical-Examination-by-Certifying-Surgeon-in-Fire-Industries.pdf>.

04. Notification By Tamil Nadu Pollution Control Board on List of Banned Throwing Plastics.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/07/Notification-By-Tamilnadu-Pollutionc-Control-Board-on-List-of-Banned-Throwaway-Plastics.jpg>.

05. Amendment to the Tamil Nadu Maternity Benfit Rules.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/07/1.Maternity-Act-Amendement.pdf>.

06. Insurance is Mandatory by Supreme Court

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/07/02.-Insurance-is-Mandatory-by-Supreme-Court.pdf>.

AMENDMENTS AND NOTIFICATIONS

07. Trade Union To Pay Compensation For Defaming The Management – Legal Opinion - by Mr. Ravindran - Senior Advocate

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/07/Trade-Union-To-Pay-Compensation-For-Defaming-The-Management-By-Mr.-Ravindran-Senior-Advocate.pdf>.

08. Leave Rules under Shops & Establishment Act for Various States of India

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/07/Leave-Rules-under-Shops-Establishment-Act-in-Various-States-of-India.pdf>.

09. Salient Features of Proposed National Policy for Domestic Workers By Government of India.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/07/Salient-Features-of-Proposed-National-Policy-for-Domestic-Workers-By-Government-of-India.pdf>.

10. Notification on Revised Profession Tax Slab by Madhya Pradesh.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/07/Revised-Profssional-Tax-in-Madhya-Pradesh..jpg>.





COMPLIANCE CHECKLIST

List of Registers to be Maintained Under Various Labour Laws

Sl. No.	Act	Frequency	Principle Employer ---->
01	S & E Act	Monthly	Register of advance , Deduction, Damages and Loss fine - Form - P
02	S & E Act	Monthly	Register of Employment for Shop and Establishment Form - Q
03	S & E Act	Monthly	Register of Wages - Form - R
04	S & E Act	Monthly	Notice of Daily Hours of Work, Rest Interval Weekly Holiday Form - S
05	S & E Act	Monthly	Wages slip/Leave card Return - Form - T
06	LEF	Monthly	Labour Welfare Fund register - Form - B
07	Minimum Wages Act	Monthly	Register of Fines-Form - 1
08	Minimum Wages Act	Monthly	Deduction and Damages- Form - II
09	Minimum wages Act	Monthly	Overtime register- Form - IV
10	S & E Act	Monthly	Whether minimum leave entitled / availed as per Shops & Establishment Rules
11	S.A.Act	Monthly	Maintenance of Registers - Form - 1
12	P.S Act	Monthly	Maintenance of Registers - Form - 1
13	M.B.Act	Monthly	Maintenance of Registers - Form - A
14	M.B.Act	Monthly	Whether any maternity Benefit and maternity Bonus paid to the eligible women employee for the month
15	E.R.Act	Monthly	Maintenance of Registers - Form - D
16	N.F.S.H Act	Ongoing	Maintenance of Registers - Form - VI
17	Payment of Wages Act	Monthly	Register of Fines - Form - I
18	Payment of Wages Act	Monthly	Deduction and Damages - Form - II
19	Payment of Wages Act	Monthly	Register of Advances - Form - III
20	Payment of Wages	Monthly	Notice of Rate of Wages-Form - VI
21	EPF Act	Monthly	EPF Challan on or before 15th of Succeeding Month
22	ESI Act	Monthly	ESI Challan on or before 15th of Succeeding Month

Notice Board Display Copy

Sl. No.	Act	Frequency	Principle Employer ---->
01	MA.NO.BO	Ongoing	Abstract of the Maternity Benefit Act - FORM - J
02	S & E Act	Ongoing	Notice of Daily Hours of Work, Rest Interval Weekly Holiday -FORM - S
03	GRA.NO.BO	Ongoing	Abstract of the Gratuity Act - FORM - U
04	P.W.NO.BO	Ongoing	Abstract of the Payment of Wages Act - FORM - V
05	M.W.NO.BO	Ongoing	Abstract of the Minimum Wages Act - FORM - X
06	N.F.S.H Act	Ongoing	Display of list of Holidays under National, Festival and Special Holiday Act - FORM- V
07	P.W.Act	Ongoing	Notice of Rate of Wages under Payment of Wages Act Form - VI
08	CL.NO.BO	Ongoing	Abstract of the Contract Labour Act - Rule - 79
09	GRA.Act	Ongoing	Display of Notice - Authorized by the employer to receive Notice - Rule - 4
10	Minimum Wages	Ongoing	Inspectors Details- under the payment of minimum wages Act - Rule - 22(10)
11	N.F.S.H Act	Ongoing	Proceeding number received from Labour department- under the National and Festival Holidays Act -FORM - III
12	Minimum Wages	Ongoing	Notices required to be displayed at work site, under Minimum Wages Act, showing rates of wages, hours of work, wage periods, date of payment of unpaid wages, Name and addresses of inspector in English and in a local language -Rule 10 of Annexure - A
13	S & E Act	Ongoing	Company Name Board to be Displayed in Tamil & English
14	Sexual Harassment Act	Ongoing	CC-Committee members Name to be Displayed

IMPORTANT ANNOUNCEMENT

QUARTERLY / HALF-YEARLY RETURNS SUBMISSION

IT, ITES & Software Establishments [Due Date -31-Jul-2018]

Sl. No.	Act	Frequency	Principle Employer ---->
1	S & E Act	Half Yearly	Self-Certification Half Yearly Return - Form O
2	S & E Act	As And When	Notice of Daily Hours of Work, Rest Interval Weekly Holiday - Form S
3	Min Wages	Half Yearly	Self-Certification For Minimum Wages - Form XII
4	P.S.A.Act	Half Yearly	Annual return /Half yearly - Form 2
5	M.B.Act	Half Yearly	Self-Certification Half Yearly Return - Form L
6	P.W. Act	Half Yearly	Self-Certification for Payment of Wages - Form VIII
7	GRA.Act	Half Yearly	Self-Certification Half Yearly Return - Form V
8	CLRA Act	Half Yearly	Self-Certification - Half Yearly Return - Form XXX

Commercial Establishments (Trading & Marketing) - [Due Date - 31st JUL 2018]

Sl. No.	Act	Frequency	Principle Employer ---->
1	LWF	Quarterly	Register of fines and unpaid accumulation - Form C
2	P.S.A.Act	Half Yearly	Annual return /Half yearly - Form 2

For Factories - [Due Date - 31st JUL 2018]

Sl. No.	Act	Frequency	Principle Employer ---->
1	LWF	Quarterly	Register of fines and unpaid accumulation - Form C
2	P.S.A.Act	Half Yearly	Annual return /Half yearly - Form 2

Our Associate Offices



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