

Newsletter November-2018



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HAVING OUR ASSOCIATE SUPPORT OFFICE AT

Editorial Board

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V & M Associates is a two decade old Company having its 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, Labour Court, ESI Court, Civil Court, Family Court, Tribunals)
03. Legal Consulting and Drafting of Agreements, Business Contracts, Deeds, Surety Bonds and Registrations
04. Advisory and Legal Support services
05. Arbitrations, Conciliation & Mediation
06. Labour Law Consulting and Handling of Employment Litigations like Termination, Discharge, Dismissal and Transfers
07. Due Diligence Audit, Entity Audits and Liability Audits
08. Employment Disciplinary Proceedings - (Retrenchment, Layoff, Lockout, Closures)
09. Support Services for Handling Unions /IR/ ER Issues
10. Registrations of Establishments
11. Contractors' Compliances Monitoring
12. Copy Rights & Trade Mark Registrations
13. Training Programme on Sexual Harassment Act

AMENDMENTS AND NOTIFICATIONS

Prior Approval by Employer of Name, Date of Birth and gender Correction on EPFO Portal under EPF Act.

<http://vmlegalassociates.com/newsletter/Notifications/01.pdf>.

EPFO Circular Regarding Online Submission Form's Under EPF Act.

<http://vmlegalassociates.com/newsletter/Notifications/02.pdf>.

Proposal for Providing incentives to the entities that Provide Maternity Benefits of 26 Weeks Paid leave to their women employees, as Provided for in the Maternity Benefits (Amendment) Act-2017.

<http://vmlegalassociates.com/newsletter/Notifications/03.pdf>.

National Minimum Wages Guidelines for Setting up and running Creches under Maternity Benefit Act,2017

<http://vmlegalassociates.com/newsletter/Notifications/04.pdf>.

Model Welfare Scheme for Building and Other Construction Workers and Action Plan for Strengthening Implementation Machinery.

<http://vmlegalassociates.com/newsletter/Notifications/05..pdf>.

Amendment to the Tamil Nadu Factories Rules Under Factories Act.

<http://vmlegalassociates.com/newsletter/Notifications/06...pdf>.

Amendment to the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Services) (Tamil Nadu) Rules 1983.

<http://vmlegalassociates.com/newsletter/Notifications/07...pdf>.

Draft Notification Regarding the Revision of Minimum Rate of Wages for the employment in Footwear Making Industry under Minimum Wage Act.

<http://vmlegalassociates.com/newsletter/Notifications/08...pdf>

Andhra Pradesh Government Holidays List Notification for the year 2019

<http://vmlegalassociates.com/newsletter/Notifications/09...pdf>

Circular for Delhi Minimum wages Present Rates Form 01.11.2018.(After the Supreme Court)

<http://vmlegalassociates.com/newsletter/Notifications/10...pdf>

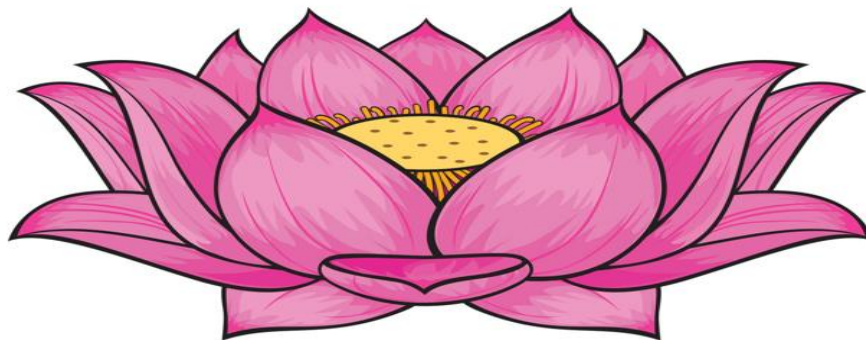
Telangana Minimum Wages

<http://vmlegalassociates.com/newsletter/Notifications/11...pdf>

Judgments

Judgment_SC- It is right of a workman to serve an employer and to resign also by serving notice of 30 days

<http://vmlegalassociates.com/newsletter/Notifications/12....pdf>





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	LWF	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

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, Festival and Special 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	Abstract of the Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013
15	Sexual Harassment Act	Ongoing	ICC-Committee members Name to be Displayed

DUE DATE FOR FILLING OF RETURNS – 31.12.2018

ACT	FREQUENCY	DETAILS
S & E Act	Monthly	Copy of Form -S - for addition and deletion for the month to be send to the office of the Assistant Inspector of Labour and Inspector of Labour
Bonus Act	Yearly	Submission of Annual Return- Form D
S & E Act	Yearly	Submission of Holiday list to Labour Department- Form V

Thank you



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