V&M ASSOCIATES
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NEWSLETTER
SEPTEMBER-2018

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 Charted 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, Civil Court, Family 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

Generation of UAN without using Aadhaar for residents of Assam, Meghalaya & Nagaland-regarding.

http://vmlegalassociates.com/newsletter/Notifications/NDC_UANGeneration_3249.pdf.

Settlement of Death case Claims Within 7 Days under EPF Act

http://vmlegalassociates.com/newsletter/Notifications/EPF%20DeathClaim%20Settlement%2027%2009%202018%20(1).pdf.

Extension of the ESI Scheme to Construction Site Workers under ESIC Act

http://vmlegalassociates.com/newsletter/Notifications/New%20Doc%202018-09-26%2018.07.pdf.

Relaxation in the Eligibility Conditions for Availing Super Specialty Treatment Enhancement in Funeral Expense under ESIC Act.

http://www.vmlegalassociates.com/newsletter/Notifications/ESIC%20UPDATE%20-%20ATAL%20BIMIT%20VYAKTI%20SCHEME.pdf.

Draft notification Scale of Medical Benefit for Reimbursement under ESIC Act.

http://www.vmlegalassociates.com/newsletter/Notifications/070918_ESIC%20New%20Regulation%2096B%20Draft.pdf.

Notification - Online Process of Contract Labour (Central) Registration.

http://www.vmlegalassociates.com/newsletter/Notifications/ONLINE%20PROCESS.pdf

Revision of Minimum Wages in Washing industry and Tanning Industries

http://www.vmlegalassociates.com/newsletter/Notifications/Revision%20of%20Minimum%20Wages%20In%20Washing%20industry,%20Fisheries%20-%20Aug%202018.pdf.

Minimum Wages Draft Notification for Various Category

http://www.vmlegalassociates.com/newsletter/Notifications/Minimum%20wages%20Draft%20Notification%20for%20Various%20Category%20-%20Aug%202018.pdf.

Draft Notification for online payment of Fees under Tamil Nadu CLRA Act

http://www.vmlegalassociates.com/newsletter/Notifications/Draft%20Notofocation%20of%20Online%20Payment%20of%20Fees%20-%20Aug%202018.pdf.

Tamil Nadu Industrial Establishment (National, Festival and Special Holidays) Amendment Act, 2018

http://vmlegalassociates.com/newsletter/Notifications/Tamilnadu%20-%20Festival.pdf.

Tamil Nadu Shops and Establishment (Amendment) Act, 2018

http://vmlegalassociates.com/newsletter/Notifications/ALL%20Amendments.pdf.

Holidays to be observed in Central Government offices during the 2019-regarding

https://vmlegalassociates.com/newsletter/Notifications/Central%20Goverment%20Holidays.pdf.

Revision of minimum rates of Wages for the employment in Tanneries and Leather Manufactory under the Act

http://vmlegalassociates.com/newsletter/Notifications/Minimum%20Wages%20Notification%20on%20Leather%20Manufacturing%20-%2018.07.2018.pdf.

Draft Notification regarding the Revision of Minimum rates of Wages for the Employment in Security Guards under the Act

http://vmlegalassociates.com/newsletter/Notifications/Minimum%20wages%20Draft%20Notification%20for%20Various%20Category%20-%20Aug%202018%20Security%20&%20others.pdf.

Appointment of Certain Persons as Inspectors and Specifications of their Local limits under the Tamil Nadu Shops and Establishment Act.

http://vmlegalassociates.com/newsletter/Notifications/Appointment%20of%20Officers.pdf.

Government of Puducherry has notified the revised rate of Dearness Allowance for the employees employed in 'Shops and Establishment'

http://vmlegalassociates.com/newsletter/Notifications/Shops%20And%20Establishment.pdf.

Government of Puducherry has notified the revised rate of Dearness Allowance for the employees employed in 'Security Guards'

http://vmlegalassociates.com/newsletter/Notifications/Security%20Guards.pdf.

Government of Puducherry has notified the revised rate of Dearness Allowance for the employees employed in 'General Engineering'

http://vmlegalassociates.com/newsletter/Notifications/General%20Engineering.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 Acct	Monthly	ESI Challan on or before 15st of Succeeding Month

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	ICC-Committee members Name to be Displayed

Special Training Program on Sexual Harassment Act

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