



LABOUR LAW NEWS

SEPTEMBER -2019

One

Team

Diversified

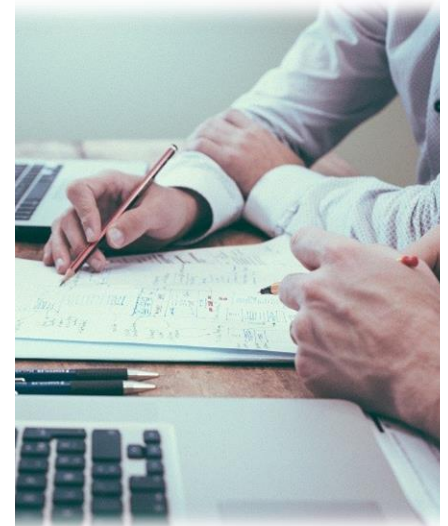
Activities



V & M ASSOCIATES (Advocates & Solicitors)

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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



SERVICES OFFERED

- **Company start up Support Services**
- **Registration of Companies.**
- **Court Representation includes** – Supreme Court, High Court, Tribunals, Labour Courts, ESI Courts, Family Court, Civil Court, Consumer Court, Conciliation Proceedings, and Hearings.
- **Civil Litigations related to** – Recovery Proceedings, Injunctions Suits, Writs, Wills, Probates, Succession, Surrogacy, Adoption, Rent control Act Cases and Property Disputes.
- **Criminal Litigations related to** – Forgery, criminal breach of trust, criminal misappropriation, corporate fraud and economic offences.
- **Matrimonial disputes related to** – Divorce, maintenance, domestic violence, dowry and custody.
- **Copyrights and Trademark Registrations.**
- **Sexual Harassment related to** – Sexual harassment laws including sexual harassment at work place issues.
- **Legal Consulting and Drafting of Non-Disclosure Agreements, Business contracts, Deeds, Surety Bonds & Registrations.**
- **Labour and Industrial Employment Law Consulting includes** – handling of Employment Litigations like Termination, Discharge, Dismissal and Transfers.
- **Legal Audits includes** – Company Due Diligence Audits, Entity Audits, Liability Audits, Vendor Compliance Audits.
- **Handling Union Settlements / Wage Settlements / Industrial Relations / Employer-Employee Issues.**
- **Handling of Employment Disciplinary Proceeding includes** – Retrenchment, Layoff, Lockout and Closures.
- **Conducting training program on Labour Laws & Sexual Harassment Act.**



MINISTRY OF LABOUR AND EMPLOYMENT

THE WAGE ON CODE, 2019

[https://vmlegalassociates.com/wp-content/uploads/amendments/The Code On Wages - 2019\[1\].pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/The Code On Wages - 2019[1].pdf)

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2019

[https://vmlegalassociates.com/wp-content/uploads/amendments/Labour Code on occupational safety and Health186 2019 LS Eng\[1\].pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/Labour Code on occupational safety and Health186 2019 LS Eng[1].pdf)

THE DRAFT CODE ON SOCIAL SECURITY

<https://vmlegalassociates.com/wp-content/uploads/amendments/THE CODE ON SOCIAL SECURITY,2019.pdf>

TIRPURA EASE OF COMPLIANCE TO MAINTAIN VARIOUS REGISTER UNDER LABOUR LAW RULES, 2019

<https://vmlegalassociates.com/wp-content/uploads/amendments/The%20Tripura%20Ease%20Of%20Compliance%20To%20Maintain%20Registers%20Under%20Various%20Labour%20Laws%20Rules,%202019.pdf>

WAGE CODE A NEW HOPE FOR UNORGANIZED LABOUR CLASS

<https://vmlegalassociates.com/wp-content/uploads/amendments/Wage%20Code%20a%20New%20Hope%20for%20Unorganized%20Labour%20Class.pdf>

EMPLOYEES PROVIDENT FUND ACT

DECLARATION OF RATE OF INTEREST FOR THE EMPLOYEE'S PROVIDENT FUND MEMBERS ACCOUNT FOR THE YEAR 2018-19

<https://vmlegalassociates.com/wp-content/uploads/amendments/Invest ROI 2018-19 5519.pdf>

NOTICE TO ESTABLISHMENTS FOR INSPECTION IN THE WAKE OF JUDGMENT DATED 28.02.2019

[https://vmlegalassociates.com/wp-content/uploads/amendments/EPFO%20Instruction%20To%20Field%20Offices%20On%20Inspection%20Of%20Employers%20Establishment%20\(1\).pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/EPFO%20Instruction%20To%20Field%20Offices%20On%20Inspection%20Of%20Employers%20Establishment%20(1).pdf)

EQUAL PAY FOR EQUAL WORK FOR CASUAL WORKERS: COMPLIANCE WITH EARLIER INSTRUCTIONS AND JUDGMENT THEREON

<https://vmlegalassociates.com/wp-content/uploads/amendments/HRD EqualWork CPC 99.pdf>

E-NOMINATION FACILITY FOR THE EPF MEMBERS

https://vmlegalassociates.com/wp-content/uploads/amendments/EPFMembers_eNom_361.pdf

EMPLOYEES STATE INSURANCE ACT

EMPLOYER CANNOT DEPRIVE THE TRAINEES FROM ESI BENEFITS

<https://vmlegalassociates.com/wp-content/uploads/amendments/Employer%20cannot%20deprive%20the%20trainees%20from%20ESI%20benefit.pdf>

INVITING OBJECTION TO EMPLOYEES STATE INSURANCE (CENTRAL) AMENDMENT RULE, 2019

[https://vmlegalassociates.com/wp-content/uploads/amendments/Average%20Wage%20Limit%20Increased%20For%20Certain%20Cases%20Under%20Exemption%20From%20Payment%20of%20Employee's%20Contribution%20\(1\).pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/Average%20Wage%20Limit%20Increased%20For%20Certain%20Cases%20Under%20Exemption%20From%20Payment%20of%20Employee's%20Contribution%20(1).pdf)

MINIMUM WAGES ACT

CENTRAL MINIMUM WAGES REVISION WITH EFFECT FROM 1.10.2019 TO 31.3.2019

<https://vmlegalassociates.com/wp-content/uploads/amendments/MW-Central%20Revision%20Notification%2001.10.2019>

MATERNITY BENEFIT ACT

THE KARNATAKA MATERNITY BENEFIT (AMENDMENT) RULE, 2019

[https://vmlegalassociates.com/wp-content/uploads/amendments/The%20Karnataka%20Maternity%20Benefit%20\(Amendment\)%20Rules%202019.pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/The%20Karnataka%20Maternity%20Benefit%20(Amendment)%20Rules%202019.pdf)

FOOD SAFETY AND STANDARDS ACT

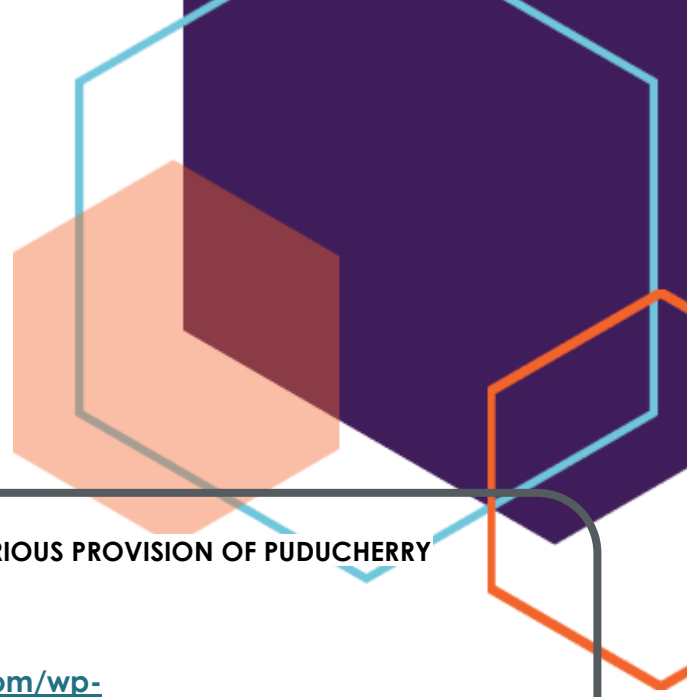
FOOD SAFETY AND STANDARDS (PROHIBITION AND RESTRICTION ON SALES) AMENDMENT REGULATION, 2019

<https://vmlegalassociates.com/wp-content/uploads/amendments/Draft Notification Limit Transfat ProcessedFood 30 08 2019.pdf>

THE APPRENTICESHIP ACT

THE APPRENTICESHIP (AMENDMENT) RULES, 2019

<https://vmlegalassociates.com/wp-content/uploads/amendments/The%20Apprentice%20Amendment%20Rule%202019.pdf>



THE FACTORIES ACT

INTRODUCTION OF ONLINE SYSTEM UNDER VARIOUS PROVISION OF PUDUCHERRY

FACTORIES RULE, 1964

[https://vmlegalassociates.com/wp-content/uploads/amendments/Introduction%20Of%20Online%20System%20Under%20Various%20Provisions%20Of%20Puducherry%20Factories%20Rules,%201964%20\(1\).pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/Introduction%20Of%20Online%20System%20Under%20Various%20Provisions%20Of%20Puducherry%20Factories%20Rules,%201964%20(1).pdf)

SUPREME COURT IMPORTANT JUDGMENT ON EPF ACT

PIECE RATE WORKERS WORKING FROM HOME ARE ELIGIBLE FOR PF CONTRIBUTION PAYMENT

[https://vmlegalassociates.com/wp-content/uploads/judgments/The Officer In Charge, Sub ... vs M S Godavari Garments Limited on 24 July, 2019.PDF](https://vmlegalassociates.com/wp-content/uploads/judgments/The%20Officer%20In%20Charge,%20Sub...%20vs%20M%20S%20Godavari%20Garments%20Limited%20on%2024%20July,%202019.PDF)

PF SCHEME NOT RESTRICTED TO ANY AGE LIMIT RETIRED PERSONS ELIGIBLE

TO BE COVERED UNDER PF ACT

[https://vmlegalassociates.com/wp-content/uploads/judgments/WP 22314 2017 Order 16-Sep-2019](https://vmlegalassociates.com/wp-content/uploads/judgments/WP_22314_2017_Order_16-Sep-2019)



on (12.09.2019) we have conducted the Training Class on the topic of **The code on Occupational Safety, Health and working conditions Bill, 2019.** (As introduced in Lok Sabha) **Bill No.186 of 2019** at Hotel President – Clarion.





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