



V & M ASSOCIATES
(ADVOCATES & SOLICITORS)

LABOUR LAW NEWS

NOVEMBER 2019



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About Us

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.

We are here to provide expertise



- **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, and 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.**

AMENDMENTS/ NOTIFICATION / CIRCULARS

THE INDUSTRIAL RELATIONS CODE, 2019

THE INDUSTRIAL RELATIONS CODE 2019

[*https://vmlegalassociates.com/wp-content/uploads/amendments/THE%20INDUSTRIAL%20RELATIONS%20CODE,%202019%20\(1\)*](https://vmlegalassociates.com/wp-content/uploads/amendments/THE%20INDUSTRIAL%20RELATIONS%20CODE,%202019%20(1))

EMPLOYEES PROVIDENT FUND ACT

EXTENSION OF PROVISIONS OF EMPLOYEES PROVIDENT FUND TO THE STATE OF JAMMU AND KASHMIR

[*https://vmlegalassociates.com/wp-content/uploads/amendments/213564*](https://vmlegalassociates.com/wp-content/uploads/amendments/213564)

VERIFICATION OF UAN – AADHAR FOR CONTRIBUTORY MEMBERS

[*https://vmlegalassociates.com/wp-content/uploads/amendments/Letter%20Verification%20of%20UAN.pdf*](https://vmlegalassociates.com/wp-content/uploads/amendments/Letter%20Verification%20of%20UAN.pdf)

DEDUCTION AND DEPOSIT OF TDS BY THE DDOs UNDER SECTION 51 OF CGST ACT 2017

[*https://vmlegalassociates.com/wp-content/uploads/amendments/PDU_TDS_CGST_6698.pdf*](https://vmlegalassociates.com/wp-content/uploads/amendments/PDU_TDS_CGST_6698.pdf)

EMPLOYEES STATE INSURANCE ACT

REGISTRATION OF EMPLOYEES WITHIN 10 DAYS OF APPOINTMENT BY EMPLOYER

https://vmlegalassociates.com/wp-content/uploads/amendments/ESI%20circular%20uploaded%20on%2026_11_2019%20on%20IP%20Registration%20within%2010%20days%20.pdf

MINIMUM WAGES ACT

COMPILATION OF MINIMUM WAGES APPLICABLE TO VARIOUS STATES

<https://vmlegalassociates.com/wp-content/uploads/amendments/NEWS%20LETTER%20NOVEMBER%20-%20MINIMUM%20WAGES%20ACT.pdf>

FACTORIES ACT

EMPLOYMENT OF WOMEN IN FACTORIES IN NIGHT SHIFT

[https://vmlegalassociates.com/wp-content/uploads/amendments/Employment%20Of%20Women%20In%20Factories%20In%20Nigh%20Shifts%20In%20Karnataka%20\(1\).pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/Employment%20Of%20Women%20In%20Factories%20In%20Nigh%20Shifts%20In%20Karnataka%20(1).pdf)

TAMIL NADU GOVERNMENT ORDER

NOTIFICATION REGARDING BIFURCATION OF KANCHEEPURAM DISTRICT INTO KANCHEEPURAM AND CHENGALPATTU DISTRICT

<https://vmlegalassociates.com/wp-content/uploads/amendments/Chengalpattu%20g.o%202019.pdf>

LIST OF HOILDAYS FOR VARIOUS STATES DURING THE YEAR 2020

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCE AND PENSION

HOILDAYS TO BE OBSERVED IN CENTRAL GOVERNMENT OFFICE DURING THE YEAR 2020

<https://vmlegalassociates.com/wp-content/uploads/amendments/Gol-Holidays-2020-HQ.pdf>

GOVERNMENT OF TAMIL NADU

<https://vmlegalassociates.com/wp-content/uploads/amendments/Tamil%20Nadu%20State%20List%20Of%20Holidays%202020.pdf>

LIST OF HOLIDAY FOR THE STATE OF DELHI

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KERALA GOVERNMENT

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KARNATAKA GOVERNMENT

<https://vmlegalassociates.com/wp-content/uploads/amendments/Karnataka%20State%20List%20Of%20Holidays%202020.pdf>

TELANGANA GOVERNMENT

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STATE OF GUJARAT

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STATE OF HIMACHAL PRADESH

<https://vmlegalassociates.com/wp-content/uploads/amendments/Himachal%20Pradesh%20State%20List%20Of%20Holidays%202020.pdf>

STATE OF GOA

<https://vmlegalassociates.com/wp-content/uploads/amendments/Goa%20State%20List%20Of%20Holidays%202020.pdf>

JUDGMENT RELATING TO EMPLOYEES PROVIDENT FUND

JUDGMENT OF HONBLE HIGH COURT REGARDING SUPPLY OF ANSWER SHEET OF A THIRD PARTY UNDER RTI ACT,2005

https://vmlegalassociates.com/wp-content/uploads/amendments/Exam_RTIShSK_356.pdf

JUDGMENT BY HONBLE MADRAS HIGH COURT REGARDING REDUCTION OF DAMAGE UNDER PROVISO TO SECTION 14B OF THE ACT

[https://vmlegalassociates.com/wp-content/uploads/amendments/LC_JudgementTN_8977%20\(1\).pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/LC_JudgementTN_8977%20(1).pdf)

THE PAN INDIA – LABOUR WELFARE FUND PAYABLES

PAN INDIA – LABOUR WELFARE FUND PAYABLES

[https://vmlegalassociates.com/wp-content/uploads/amendments/1.Pan%20India%20-%20LWF%20Payables%202020%20\(1\).pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/1.Pan%20India%20-%20LWF%20Payables%202020%20(1).pdf)

Thank You



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