



LABOUR LAW NEWS DECEMBER 2019



**Celebrating New Year's Eve and
Looking forward to a beautiful Happy
New Year ahead 2020**

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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.





Our Services

- **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

INDUSTRIAL RELATION CODE 2019

<https://vmlegalassociates.com/wpcontent/uploads/amendments/The%20Industrial%20Relation%20Code%202019%20.pdf>

AMENDMENT TO THE TAMIL NADU LABOUR (PROHIBITION AND REGULATION) RULES

<https://vmlegalassociates.com/wp-content/uploads/amendments/Child%20Labour.pdf>

CENTRAL GOVERNMENT APPOINTMENT OF OFFICERS UNDER PAYMENT OF GRATUITY ACT

<https://vmlegalassociates.com/wp-content/uploads/amendments/Payment%20of%20Gratuity%20Act%20.pdf>

EXEMPTION OF CERTAIN ESTABLISHMENTS OR FACTORIES FROM THE APPLICABILITY OF STATE INSURANCE ACT

<https://vmlegalassociates.com/wp-content/uploads/amendments/Exemption%20For%20Certain%20Establishment%20Or%20Factories%20From%20The%20Applicability%20Of%20Employees%20State%20Insurance%20Act.pdf>

AMENDMENTS/ NOTIFICATION / CIRCULARS

AMENDMENT TO TAMIL NADU FACTORIES RULES

<https://vmlegalassociates.com/wp-content/uploads/amendments/Tamil%20Nadu%20Factories%20Rules.pdf>

REGISTRATION OF AN EMPLOYEE WITHIN 10 DAYS OF THE DATE OF APPOINTMENT BY EMPLOYER

<https://vmlegalassociates.com/wp-content/uploads/amendments/ESIC%20Circular%20On%20Delay%20In%20Registration%20Of%20Employee.pdf>

ENHANCING THE INCOME LIMIT OF DEPENDENT PARENTS FROM RS.5000/- TO RS.9000/-

[https://vmlegalassociates.com/wp-content/uploads/amendments/ESIC%20Circular%20On%20Employees'%20State%20Insurance%20\(Central\)%20Amendment%20Rules,%202019.pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/ESIC%20Circular%20On%20Employees'%20State%20Insurance%20(Central)%20Amendment%20Rules,%202019.pdf)

AMENDMENTS/ NOTIFICATION / CIRCULARS

KARNATAKA SHOPS AND ESTABLISHMENT TO REMAIN OPEN 24*7 FOR THREE YEARS

<https://vmlegalassociates.com/wp-content/uploads/amendments/Karnataka%20Shops%20And%20Establishment%20Permitted%20To%20Remain%20Open%2024x7%20days%20For%20Three%20Years.pdf>



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