



V&M ASSOCIATES

Advocates & Solicitors

**ONE
TEAM
DIVERSIFIED
ACTIVITIES**

**LABOUR LAW NEWS
AUGUST-2019**



In this Issue:

- About Us**
- Amendments & Notifications**

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Editorial Board

S.S.Madhavan,, M.A., M.B.A., L.L.M, D.L.L.,

Practicing Advocate in the Madras High Court having experience in the areas of Employment Litigations, Industrial and Employment Laws, Compliances and Employees Relation Management. He renders Legal Advice and Consulting in the areas of Labour Laws, Human Resource Management, Employment Contracts, HR/ Labour Law Compliances, Due Diligence Audit, Liability Audits, Gender Sensitivity Issues under Sexual Harassment Act. He has expertise in dealing with Trade Unions, Wage Negotiations, Handling Industrial Relations. At present Acting as Legal Advisor / Retainer for Reputed Corporates including MNCs. Manufacturing Companies, IT/ITES/ BPO companies.

Mr. R. R. Ravindran M.A., M.B.A., M.L.S., DPMIR

Additional commissioner of Labour (Retd.) having rich and wide exposure in Handling various Union Negotiations, Conciliations, Industrial Disputes related to Strike, Lockout, Layoff, Retrenchment, Closure and all other Employment related Disputes and expertise in Labour Management.

Mr.G.K.Kalidasan M.sc., M.B.A., M.L.

Practicing Advocate in the Madras High Court in the Corporate Law and serve as a General Counsel for few Corporate Houses having rich experience in Managing Human Resources functions and Human Relations Management. Expertise in Contract Law, Employment and Industrial Law, Labour Litigations, Trade Union and settlements and Acting as Commercial Arbitrator. Ability to make cultural mix of business alignment performance driven team add strengths to his Management Consulting Practices.

Mr. P.Nehru, B,sc., B.L.,

Practising Advocate in High Court having experience in Employment Litigation and Dispute Resolution. Exposed to various forums and Expertise in Handling Various Labour Law Enactment Cases before High Court, Appellate Tribunals, Industrial Tribunals, ESI Courts, Labour courts, etc.,



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



- **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, 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 of Employment Disciplinary Proceeding includes** – Retrenchment, Layoff, Lockout and Closures.
- **Handling Union Settlements / Wage Settlements / Industrial Relations / Employer-Employee Issues.**
- **Conducting training program on Labour Laws & Sexual Harassment Act.**
- **Contractor Compliance Monitoring and Advisory services.**

AMENDMENTS AND NOTIFICATIONS

MINISTRY OF LABOUR AND EMPLOYMENT - 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)

MINISTRY OF LABOUR AND EMPLOYMENT - THE EASE OF COMPLIANCE TO MAINTAIN REGISTERS UNDER VARIOUS LABOUR LAWS RULES, 2017

<https://vmlegalassociates.com/wp-content/uploads/amendments/The%20Ease%20of%20Compliance%20to%20Maintain%20Registers%20under%20various%20Labour%20Laws%20Rules.pdf>

MINISTRY OF LABOUR AND EMPLOYMENT - 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 STATE INSURANCE ACT - IMPLEMENTATION OF ESI ACT IN THE DISTRICT OF NAMAKKAL, THENI AND KANYAKUMARI IN THE STATE OF TAMIL NADU

[https://vmlegalassociates.com/wp-content/uploads/amendments/ae3b449e77e0c0150bd5abad6d7248a8\[1\].pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/ae3b449e77e0c0150bd5abad6d7248a8[1].pdf)

EMPLOYEES STATE INSURANCE ACT - IMPLEMENTATION OF ESI ACT IN THE COMPLETE DISTRICT OF TIRUPPUR IN THE STATE OF TAMIL NADU

<https://vmlegalassociates.com/wp-content/uploads/amendments/4eb793a141dffcf9e4baf9c41546f11.pdf>

EMPLOYEES STATE INSURANCE ACT - AMENDMENT TO RULE 61A OF ESI (CENTRAL) RULES, 1950 REGARDING ENHANCING THE INCOME LIMIT FOR THE DEPENDENT PARENTS OF IP'S FROM 5000/- TO 9000/- FOR AVAILING MEDICAL BENEFIT

<https://vmlegalassociates.com/wp-content/uploads/amendments/2adb5354eec0f69b10f75af3fabd03c211.pdf>

KERALA MINIMUM WAGES ACT – WAGES PROTECTION SYSTEM – THE KERALA MINIMUM WAGES (AMENDMENT) RULES, 2019

<https://vmlegalassociates.com/wp-content/uploads/amendments/Wages%20Protection%20System-%20PF%20ACT.pdf>

EMPLOYEES PROVIDENT FUND ACT - THE EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS (AMENDMENT) BILL, 2019

<https://vmlegalassociates.com/wp-content/uploads/amendments/pf%20amendment%20act%202019.pdf>

EMPLOYEES PROVIDENT FUND ACT - NOT TO PURSUE ON NOTICES ISSUED WITHOUT PRIMA FACIE EVIDENCE OF ARBITRARY BIFURCATION OF WAGES

[https://vmlegalassociates.com/wp-content/uploads/amendments/Vivekanand_Vidyamandir_717\[1\].pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/Vivekanand_Vidyamandir_717[1].pdf)

EMPLOYEES PROVIDENT FUND ACT - HOME WORKER MAY ALSO BE INCLUDED IN EPF ENROLLMENT

[https://vmlegalassociates.com/wp-content/uploads/amendments/LC2_Judgment_Godavari_2185\[1\].pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/LC2_Judgment_Godavari_2185[1].pdf)

THE CODE ON WAGE ACT - 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)

MAHARASHTRA MINIMUM WAGES ACT - REVISED MINIMUM WAGES FOR MAHARASHTRA WITH EFFECT FROM 1ST JULY 2019 TILL 31ST DECEMBER 2019

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

THE FACTORIES ACT - AMENDMENT TO TAMIL NADU FACTORIES ACT, REGARDING REGISTRATION AND GRANT OF LICENSE FOR FACTORY

[https://vmlegalassociates.com/wp-content/uploads/amendments/34_III_1a\[1\].pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/34_III_1a[1].pdf)

MINIMUM WAGES ACT - REVISION OF MINIMUM WAGES FOR EMPLOYMENT IN AUTOMOBILE TOBACCO, NEERA TAPPING, SECURITY GUARD ETC

[https://vmlegalassociates.com/wp-content/uploads/amendments/tn_mw_revision_basic_da_security_wef_10_07_2019\[1\].pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/tn_mw_revision_basic_da_security_wef_10_07_2019[1].pdf)

ARBITRATION AND CONCILIATION ACT - ARBITRATION AND CONCILIATION (AMENDMENT) BILL 2019

[https://vmlegalassociates.com/wp-content/uploads/amendments/Arbitration%20and%20Conciliation%20\(Amendment\)%20Act,%202019.pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/Arbitration%20and%20Conciliation%20(Amendment)%20Act,%202019.pdf)

SHOPS AND ESTABLISHMENT ACT - AMENDMENT TO RAJASTHAN SHOPS AND ESTABLISHMENT ACT

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

Thank You



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