



LABOUR LAW NEWS JANUARY -2020

“Our **Lawyers** will represent you in **Supreme Court**, **High Court**, **Labour Court**, **ESI Court**, **Civil Court**, **Family Court**, **Tribunals** and in **Arbitration, Mediation & Conciliation**”.



Contact Us



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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.**





AMMENDMENTS

LATEST NOTIFICATION / CIRCULARS

EMPLOYEES PROVIDENT FUND ACT

**PRIVATE MEMBER BILL- RIGHT TO “MENSTRUAL HYGIENE AND PAID LEAVE BILL 2019
AND
THE WORKING WOMEN (BASIC FACILITIES AND WELFARE) BILL 2019”**

https://vmlegalassociates.com/wp-content/uploads/amendments/HRM8_PQ_10582_10581.pdf

**EXTENSION IN THE LAST DATE UPTO 31/03/2020 FOR DEPOSIT OF LABOUR WELFARE FUND
PERTAINING TO THE YEAR 2019**

[https://vmlegalassociates.com/wp-content/uploads/amendments/1579591097\[1\].pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/1579591097[1].pdf)

**AUTO SETTLEMENT OF ONLINE FORM 31 CLAIMS IN EPFO APPLICATION SOFTWARE AND
IMPLEMENTATION OF PRE-VALIDATIONS ON CERTAIN PARAMETERS ON ALL CLAIMS**

[https://vmlegalassociates.com/wp-content/uploads/amendments/New_Doc_2020-01-17_14.13.27\[1\].pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/New_Doc_2020-01-17_14.13.27[1].pdf)





AMMENDMENTS

LATEST NOTIFICATION / CIRCULARS

EMPLOYEES STATE INSURANCE ACT

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

<https://vmlegalassociates.com/wp-content/uploads/amendments/Circular%20On%20Late%20Registration%20Of%20Employee%20By%20Employer.pdf>

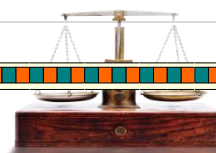
APPLICABILITY OF TDS ON GST

<https://vmlegalassociates.com/wp-content/uploads/amendments/749fee3b47122138a899f53f6ccde4e1.pdf>

LABOUR AND SKILL DEVELOPMENT

KERALA GOVERNMENT - SCHEDULE RELATING TO PRIVATE FINANCIAL INSTITUTION

[https://vmlegalassociates.com/wp-content/uploads/amendments/Notification_KL_MW_Private_Financial_Institution_20_Jan_2020\[1\]%20\(1\).](https://vmlegalassociates.com/wp-content/uploads/amendments/Notification_KL_MW_Private_Financial_Institution_20_Jan_2020[1]%20(1).)





AMMENDMENTS

LATEST NOTIFICATION / CIRCULARS

ANNUAL RETURN CHECK LIST – TAMIL NADU

ANNUAL RETURN

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

MAHARASTRA LABOUR FUND WELFARE PAYABLES 2020

MAHARASTRA LABOUR WELFARE FUND PAYABLES 2020

<https://vmlegalassociates.com/wp-content/uploads/amendments/MLWF-%20Payable%20process%20flow.pdf>

SUPREME COURT JUDGMENT

ABSENT EMPLOYEES CANNOT BE GRANTED RELIEF ON BASIS OF MEDICAL CERTIFICATE

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



V&M ASSOCIATES

(Advocates & Solicitors)

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