

Labour Law News

April -2020



V&M ASSOCIATES

(Advocates & Solicitors)

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ONE TEAM DIVERSIFIED ACTIVITIES



Practising Advocates & Solicitors



Solutions Providers to Statutory Compliances



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Legal Auditors



Legal Consultants



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Handling Industrial Disputes



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Consultants**



Civil & Criminal Litigation



**Handling the Sexual Harassment
Cases**

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Mr.P.Nehru, B.Sc.,B.L.,

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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.

- **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.



AMENDMENTS

LATEST NOTIFICATION / CIRCULARS

GAZETTE NOTIFICATIONS – REGARDING COVID 19

MHA ORDER DATED 29/04/2020 ON MOVEMENT OF MIGRANT WORKERS, PILGRIMS, TOURISTS, STUDENTS AND OTHER PERSON

<https://vmlegalassociates.com/wp-content/uploads/amendments/MHA%20Order%20Dt.%2029.4.2020%20on%20movement%20of%20migrant%20workers,%20pilgrims,%20tourists,%20students%20and%20other%20persons.pdf>

MINISTER OF HOME AFFAIR LETTER DATED 15/04/2020 – GUIDELINES FOR OPENING OF ESTABLISHMENT AND FACTORIES

https://vmlegalassociates.com/wp-content/uploads/amendments/MHA_order_dt_15_04_2020_with_Revised_Consolidated_Guidelines.pdf

CLARIFICATION ON PAYMENT OF STIPEND TO APPRENTICES AND REIMBURSEMENT OF STIPEND TO ESTABLISHMENT UNDER NAPS DURING COVID 19

<https://vmlegalassociates.com/wp-content/uploads/amendments/payment%20of%20stipend.pdf>

GUIDELINES FOR OPENING ESTABLISHMENT DATED 28/04/2020 IN THE STATE OF KARNATAKA

<https://vmlegalassociates.com/wp-content/uploads/amendments/karnataka%20-%20revised%20Guidelines%20for%20opening%20of%20establishments%20Dt.28.04.2020%20.pdf>

EXTENSION OF RENEWAL OF LICENSE UNDER VARIOUS ACT

<https://vmlegalassociates.com/wp-content/uploads/amendments/Extension%20Of%20Renewal%20Of%20License%20For%20Various%20Acts%20Under%20Central%20Sphere.pdf>

EXTENSION OF WORKING HOURS FOR FACTORIES IN MADHAYA PRADESH

<https://vmlegalassociates.com/wp-content/uploads/amendments/Extension%20Of%20Working%20Hours%20For%20Factories%20In%20Madhya%20Pradesh.pdf>

ISSUE OF ADVISORY TO ESTABLISHMENT TO MAKE PAYMENT TO CONTRACTOR RELATING TO PRIVATE SECURITY, CLEANING AND HOUSE KEEPING DURING COVID 19

<https://vmlegalassociates.com/wp-content/uploads/amendments/CHIEF%20LABOUR%20COMMISSIONER%20TO%20Establishment%20make%20payment%20to%20contractor.pdf>

EXTENSION OF WORKING HOURS OF FACTORIES UNDER FACTORIES ACT DUE TO COVID
19 IN THE STATE OF PUNJAB

<https://vmlegalassociates.com/wp-content/uploads/amendments/Government%20Of%20Punjab%20Extends%20Working%20Hours%20For%20Factories%20For%20Three%20Months.pdf>

NOTIFICATION TO EMPLOYER/OWNER OF PRIVATE ESTABLISHMENT NOT TO TERMINATE
EMPLOYEE OR REDUCE WAGE DURING LOCKDOWN IN THE STATE OF HARYANA

<https://vmlegalassociates.com/wp-content/uploads/amendments/Haryana%20%20Not%20to%20TerminateEmployees%20OrReduceWagesInViewOfCOVID-19.pdf>

COMMISSIONER OF LABOUR ENSURES PAYMENT OF WAGES DURING LOCKDOWN

<https://vmlegalassociates.com/wp-content/uploads/amendments/ANDHRA%20-%20Office%20of%20the%20Commissioner%20of%20Labour%20To%20Ensure%20Employers%20MakePayment%20Of%20Wages%20To%20Their%20Workers%20During%20Lock%20Down%20-%20vijayawada%20.pdf>

GOVERNMENT OF TELANGANA – NOTIFICATION FROM MINISTER OF INFORMATION
TECHNOLOGY TO ENSURE NO TERMINATION BUT SUBJECT TO REDUCTION OF WAGES

<https://vmlegalassociates.com/wp-content/uploads/amendments/Telangana%20-%20IT%20minister%20-%20Appeal%20Not%20To%20terminate%20Employees-%20but%20to%20reduce%20wages.pdf>

STATE OF GUJARAT - EXEMPTION OF FACTORIES UNDER FACTORIES ACT 1948

<https://vmlegalassociates.com/wp-content/uploads/amendments/Exemption%20For%20Factories%20From%20Various%20Provisions%20Of%20Factories%20Act%201948%20In%20Gujarat.pdf>

KARNATAKA TAX ON PROFESSIONS, TRADES, CALLINGS AND EMPLOYMENT
(REMOVAL OF DIFFICULTIES) ORDER, 2010

[https://vmlegalassociates.com/wp-content/uploads/amendments/Karnataka%20Tax%20On%20Professions,%20Trades,%20Callings%20And%20Employments%20\(Removal%20Of%20Difficulties\)%20Order,%202020.pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/Karnataka%20Tax%20On%20Professions,%20Trades,%20Callings%20And%20Employments%20(Removal%20Of%20Difficulties)%20Order,%202020.pdf)

OPERATION OF SEZs/EOUs DURING LOCKDOWN PERIOD DUE TO COVID 19

<https://vmlegalassociates.com/wp-content/uploads/amendments/MEPZ%20SEZ%20Circular%20-%20SEZs%20&%20EOUs%20-%20resumption%20of%20operations%20from%2020.04.2020.pdf>

EXTENSION OF VALIDITY PERIOD OF CONSENT TO OPERATE/ AUTHORIZING EXPIRING
ON 31/03/2020 FOR A PERIOD OF THREE MONTH TILL 30/06/2020

https://vmlegalassociates.com/wp-content/uploads/amendments/Office_Order_tnpcb_1.4.2020_2.pdf

EMPLOYEES PROVIDENT FUND ACT

EXTENSION OF DUE DATE FOR PAYMENT OF CONTRIBUTION AND ADMINISTRATIVE CHARGES DUE FOR THE MONTH OF MARCH 2020 FROM 15/04/2020 TO 15/05/2020 TO ESTABLISHMENT DISBURSING WAGES FOR MARCH 2020

<https://vmlegalassociates.com/wp-content/uploads/amendments/PF%20CONTRIBUTION%20Grace%20period%20March%202020.pdf.pdf.pdf>

SCHEME GUIDELINES APPROVED BY GOVERNMENT OF INDIA TO IMPLEMENT PMGKY PACKAGE

<https://vmlegalassociates.com/wp-content/uploads/amendments/EPF%20Scheme%20Guidelines%20For%20Implementation%20Of%20PMGKY%20Credit%20Of%20Employers%20And%20Employee%20Contribution%20By%20Government%20Of%20India.pdf>

CHANGE OF DATE OF BIRTH OF EPF/EPS MEMBER

https://vmlegalassociates.com/wp-content/uploads/amendments/PF_Dob_Correction.PDF

EPFO MAKES FILING OF ECR EASIER FOR BUSINESS

https://vmlegalassociates.com/wp-content/uploads/amendments/Press_Release_PF_ECR_30%20April%202020.pdf

REVISED RATE OF INTEREST WITH REGARD TO STAFF PROVIDENT FUND IN EPFO

https://vmlegalassociates.com/wp-content/uploads/amendments/SPF_interest_rate1104.pdf

EMPLOYEES STATE INSURANCE ACT

EXTENSION OF ESI CONTRIBUTION ON ACCOUNT OF COVID 19

[https://vmlegalassociates.com/wp-content/uploads/amendments/Extension%20Of%20ESI%20Contribution%20On%20Account%20Of%20Corona%20Virus%20Epidemic%20\(1\).pdf](https://vmlegalassociates.com/wp-content/uploads/amendments/Extension%20Of%20ESI%20Contribution%20On%20Account%20Of%20Corona%20Virus%20Epidemic%20(1).pdf)

SUPREME COURT JUDGMENT

APEX COURT JUDGMENT TO PROVIDE ADEQUATE FACILITY FOR MIGRANT LABOURERS

https://vmlegalassociates.com/wp-content/uploads/amendments/Alakh_Alok_Srivastava_vs_Union_of_India_SC_Order_March_31_2020.pdf

BREAKING NEWS – PAYMENT OF WAGES TO EMPLOYEES – CASE PENDING BEFORE
APEX COURT

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

BOMBAY HIGH COURT JUDGMENT

RECENT BOMBAY HIGH COURT DIVISION BENCH JUDGMENT ON PAYMENT OF WAGES

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





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