

- 1) As many 4 pleas are filed in Hon'ble Supreme Court with reference to Employment / Wage related challenges, post Lockdown. Expected to come up soon.
- 2) The Standing Committee on Labour submitted their REPORT on Industrial Relations Code and OSH Code (on 23rd April and 11th February 2020, respectively). Industry expects an Executive Notification of all 4 codes. Among other recommendations, the Committee has expressed considered opinion that 'Unwarranted differentiation made between terms Employees and Worker, and requested for uniform definition

Work From Home-New found (Blues) Troubles for Employee & Employer (live cases)

For Employee

- 1) The review meeting was at 10.00 am and the team member could not able to join the meeting only after 30 minutes (as he was answering to the queries by the Local Health department who came for "door-to-door health check on Covid-19"). Once he joined the call, he was surprised to see that he was marked "Late Attendance", for the review meeting.
- 2) Every Wednesday there will be an overnight client call which starts at 11.30 pm (2.00 pm @ US) which usually complete by an hour. On that particular day it went upto 3.30 am (6.00 pm @US). Team member slept and could not able to join the routine morning Team huddle (on Thursday @ 10.00 am) and was marked half-a-day absence by the Team Manager
- 3) Employee's Laptop had an issue and could not able to connect to internet. Meeting commenced with client and the employee, instead of connecting Microsoft Team through laptop, took the MS Team call from Mobile app, with his laptop open for data. Even before the employee tried to explain, the client made a complaint on Data Security Breach seeing that the employee's laptop was not connected (account credentials compromised), but he could able to analyze & report the required data for the meeting.

For Employer

A Woman employee made a Sexual Harassment complaint against her team member – that he passed a lewd comment on her sister, who accidentally passed by during a Skype conference meeting

OUTSOURCING OF SECURITY SERVICES IN ANY ESTABLISHMENT - TO DO

- » ANY EMPLOYER can outsource Security Services only to those who obtained License under PSARA Act, 2005 (Private Security Agencies Regulation Act), which is valid for such City/State
- » It applies to persons working as Security Personnel in any Factory or any other Establishment, but who are not direct & regular employees of the Factory/Establishment, as the case may be
- » For Establishment in cities of Maharashtra, The Maharashtra Private Security Guards (Regulation and Employment and Welfare) Act, 1981 is applicable
- » Every License is having Validity Period & permission to perform in particular location
- » Training for 100 hours of classroom & 60 hours of field training, which includes Fire Fighting, First-Aid, Disaster Management, use of equipment, etc
- » Agency has the responsibility to recruit Personnel as per the REGULATIONS

FSSAI Licenses

requiring renewal during 22nd March to 31st May 2020 have been allowed a penalty waiver and grace period till 30th June 2020. The returns to be filed by food businesses have been deferred till 31st July 2020.

If an ESI covered employee was unfortunately impacted with Corona, he/she shall be treated as an employee on "Paid Holiday" upto 28 days and paid wages by the employer upon submission of medical certificate. He/she cannot be considered for Sickness benefit from ESIC

Getting Ready to Office?

- » One time Mediclaim
- » Every time Mask & Distance
- » Frequently Soap & Sanitizer
- » Suggested Homemade food and own vehicle