



Suma R V

Partner

King Stubb & Kasiva, Advocates & Attorneys
1A, 1B & 2B, Lavelle Mansion, 1/2, Lavelle
Road, Bangalore – 560001

Email - suma@ksandk.com

Direct - +91 9886171328

Fax - +91 80 - 88920280

Areas of Practice:

Labour and Employment

Education:

Bangalore Institute of
Legal Studies, Bangalore

Affiliations:

Bar Council of Karnataka

Professional Summary:

Suma focuses primarily on labour and employment matters. She advises domestic and international clients on labour and employment issues arising out of their day-to-day operations in India. She advises clients on applicability of labour laws, engagement of different categories of workforce, including employees, non-employees and third part employees/contract workers, change in conditions of service and secondment of employees. She handles formation/drafting of HR policies, standing orders, code of conduct, anti-sexual harassment policies and guidelines, grievance redressal process, disciplinary process and exit formalities.

She advises clients on issues pertaining to compensation and employee benefits. She advises requirements under proposed labour codes and alignment of existing policies with the proposed labour codes. She advises on lay-off, retrenchment, downsizing and transfer/transition of employment of the employees.

She advises and assists clients in handling industrial disputes and trade union activities and advises on wage settlements, strike and lock-out situation and unfair labour practices.

Representative Clients:

She has advised manufacturing units, IT and ITeS, service sector, government undertakings, hospitality industry, hospitals and healthcare providers and educational institutions.

She has also worked for a bank as an inhouse counsel in the area of labour and employment laws.

Recent Relevant Experience:

- She has advised on compliance requirements under labour laws, appointment of senior management employees and drafted
- employment agreements. Advised on working conditions of employees such as leaves, holidays and hours of work and change in
- conditions of service.
Advised and drafted HR policies, process documents and employee
- handbook/manual.
Advised on retention of employees and statutory entitlements of
- employees, including provident fund, bonus, gratuity and maternity
- benefit.
Advised on International Workers provision under the EPF Act.
Advised on engagement of contract workers/third party employees
- and service providers, best practices in contract labour management
- and structuring of wages for the contract workers.
Advised on lay-off of employees.
- Advised on industrial disputes and conciliation and adjudication of
- industrial disputes.
Advised on disciplinary process and termination of employment.
- Conducted training session for HR personnel on disciplinary process and handling of POSH cases.
Advised clients on legal requirements under the proposed labour codes.