

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 10/2023

SETTLEMENT OF DISPUTE

BETWEEN

BIGNALL LAW

AND

MEKELIA GREEN

AWARD

I.D.T. DIVISION

MRS. SHARON ANDERSON	-	CHAIRMAN
MRS. JACQUELINE IRONS, J.P.	-	MEMBER
DR. DENESE MORRISON, JP.	-	MEMBER

SEPTEMBER 24, 2024

IDT 10/2023

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

BIGNALL LAW
(THE COMPANY)

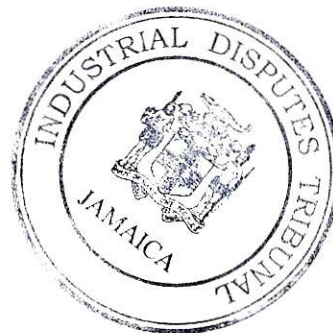
AND

MEKELIA GREEN
(THE AGGRIEVED WORKER)

REFERENCE:

The Honourable Minister of Labour and Social Security by letter dated March 15, 2023, referred to the Industrial Dispute Tribunal ("herein after referred to as the Tribunal") for settlement, the dispute between **Bignall Law** and **Mekelia Green** in accordance with Section 11A (1) (a) (i) of the Labour Relations and Industrial Dispute Act, 1975 ("herein after referred to as the act") with the following terms of Reference:

"To determine and settle the dispute between Bignall Law on the one hand, and Mekelia Green on the other hand, over the termination of her employment".



DIVISION:

The Division of the Tribunal which was selected in accordance with Section 8(2) (c) of the Act and which dealt with the matter comprised:

Mrs. Sharon Anderson	-	Chairman
Mrs. Jacqueline Irons, J.P.	-	Member, Section 8(2) (c) (ii)
Dr. Denese Morrison, J.P.	-	Member, Section 8(2) (c) (iii)

REPRESENTATIVES OF THE PARTIES:

The **Company** was represented by:

Mrs. Carla-Anne Harris-Roper	-	Attorney-at-Law
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In attendance was:

Mr. Vaughn Bignall	-	Attorney-at-Law
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The **Dismissed Worker** was represented by:

Mr. Jovan Bowes	-	Attorney -at – Law
Mr. Jahmar Clarke	-	Attorney -at – Law

In attendance was:

Miss Mekelia Green	-	Aggrieved Worker
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SUBMISSIONS AND SITTINGS:

1. The parties submitted briefs to the Tribunal on May 15 and 16, 2023 respectively. Fourteen (14) sittings were held between May 15, 2023 and September 3, 2024.
2. At the 5th sitting, Mrs. Carla-Anne Harris-Roper appeared for the Company and requested an adjournment. She informed the panel that there is hope that the matter can be amicably resolved. The parties tried to have the issue resolved but were unable to reach a settlement.
3. It is to be noted that at the 11th sitting, Ms. Green was represented by Mr. Clarke. The Company requested time to go back to the local level with a view to settle the matter. Mr. Clarke did not oppose the request. The request was granted by the Tribunal, however, the parties were again

unable to reach a settlement. September 3, 5, 11 & 18, 2024 were confirmed for hearing to continue into the matter.

4. At the 14th sitting, the Tribunal was advised by the parties that an agreement was reached in principle and a copy of a joint letter would be submitted.

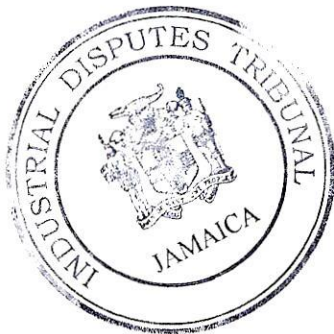
REPORT TO THE TRIBUNAL:


5. On September 5, 2024, the Tribunal received a joint letter dated September 4, 2024 from the parties confirming the settlement. The contents of the letter advised the Tribunal that the dispute was settled *"in terms that the parties wish to remain confidential"*

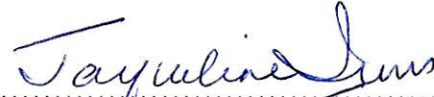
THE AWARD:


6. The appropriately executed letter dated September 4, 2024, herein attached reflected the full participation of both parties in the settlement agreement, the terms of which are private and confidential. It is that settlement agreement that constitutes the Award.

DATED THIS 24th DAY OF SEPTEMBER 2024





.....
Mrs. Sharon Anderson
Chairman


.....
Mrs. Jacqueline Irons, J.P.
Member


.....
Dr. Denese Morrison, J.P.
Member

Witness:


.....
Royette Creary (Miss)
Secretary to the Division



September 4, 2024
The Secretary
Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10

Attention: Ms. Royette Creary

Re: Dispute between Bignall Law and Mekelia Green over the termination of her employment

Dear Madam,

We, the undersigned, write to advise the Tribunal that, with respect to the matter at hand, the parties have had dialogue at the local level and have reached an agreement to settle the dispute, in terms that the parties wish to remain confidential.

Consequently, we request that the necessary steps be taken to resolve the dispute and terminate all further arbitration in the matter.

We wish to express our gratitude to the Tribunal for facilitating the resolution of this matter, and we remain indebted to your invaluable contribution.

Yours faithfully,

Carla-Anne Harris Roper
Attorney-at-Law
For and on behalf of Bignall Law

Jahmar Clarke
Attorney-at-Law
For and on behalf of Mekelia Green