

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No: IDT 14/2024

SETTLEMENT OF DISPUTE

BETWEEN

CAPITAL SOLUTIONS LIMITED

AND

MR. SHERMAIN BOWEN

AWARD

I.D.T. DIVISION

MR. ERROL MILLER, J.P. - CHAIRMAN

MR. LESLIE HALL, J.P. - MEMBER

MRS. CHELSIE SHELLIE-VERNON- MEMBER

DECEMBER 18, 2024

IDT 14/2024

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**CAPITAL SOLUTIONS LIMITED
(THE COMPANY)**

AND

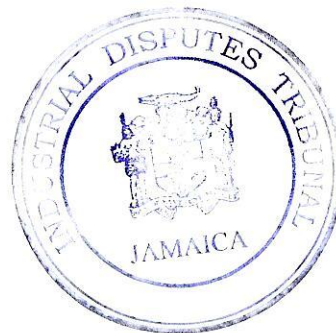
**MR. SHERMAIN BOWEN
(THE AGGRIEVED)**

REFERENCE:

By letter dated August 2, 2024, the Honourable Minister of Labour and Social Security pursuant to Section 11A (1)(a)(i) of the Labour Relations and Industrial Disputes Act of 1975 (hereinafter called "the Act"), referred to the Industrial Disputes Tribunal for settlement in accordance with the following Terms of Reference, the industrial dispute described therein: -

The Terms of Reference were as follows:

"To determine and settle the dispute between Capital Solutions Limited on the one hand, and Mr. Shermain Bowen on the other hand over the termination of his 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:

Mr. Errol Miller, JP	-	Chairman
Mr. Leslie Hall, JP.	-	Member, Section 8(2) (c) (ii)
Mrs. Chelsie Shellie Vernon	-	Member, Section 8(2) (c) (iii)

REPRESENTATIVES OF PARTIES:

The **Company** was represented by:

Mr. Christopher Dunkley	-	Attorney-at-Law
Ms. Rianna Scott	-	Associate

The **Aggrieved worker** was represented by:

Ms. Khadrea Folkes	-	Attorney-at-Law
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In attendance:

Mr. Shermain Bowen	-	Aggrieved Worker
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SUBMISSIONS AND SITTINGS:

Brief was submitted by the aggrieved representative and one (1) sitting held on October 22, 2024.

REPORT TO THE TRIBUNAL:

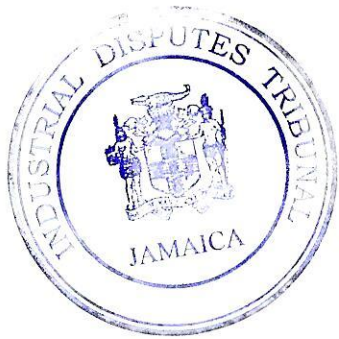
At the 1st Sitting the parties agreed to engage in local level discussions. By letter dated November 5, 2024, the Aggrieved's representative informed the Tribunal that the parties have arrived at an amicable settlement of the matter.

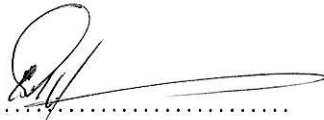
On November 20, 2024, the Tribunal received letter of same date, from the Company's representative, concurring that the matter had come to an end.


AWARD:

The parties arrived at a settlement as stated in their letters dated November 5, 2024 and November 20, 2024 (copies attached). The specific terms of the agreement are not included in the Award as the parties did not disclose the settlement to the Tribunal. Accordingly, the Tribunal will discontinue proceedings and record the Award as settled, in terms agreed by the parties.

DATED THIS 18th DAY OF DECEMBER, 2024.

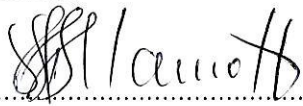



.....
Mr. Errol Miller, JP
Chairman


.....
Mr. Leslie Hall, JP
Member


.....
Mrs. Chelsie Shellie-Vernon
Member

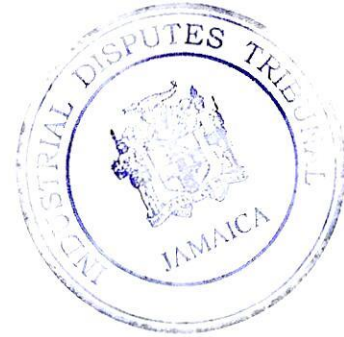
Witness:


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Nicola Smith Marriott (Mrs.)
Secretary to the Division

05 November 2024

BY EMAIL

Mrs. Nicole Smith-Marriott
Secretary/Director
Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10



Dear Mrs. Smith-Marriott,

Re: Dispute between Capital Solutions Limited and Mr. Shermain Bowen over the Termination of his Employment. Your reference- IDT 14/2024

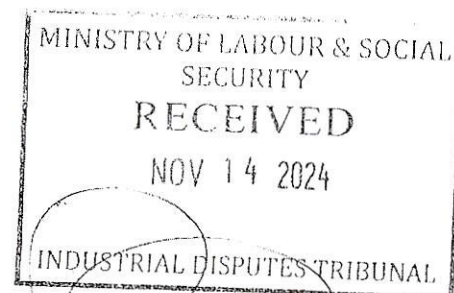
Reference is made to the captioned, the first hearing of which was convened on October 22, 2024.

Please be advised that the parties have arrived at an amicable settlement of the matter, and therefore request that the tentative hearing date of November 14, 2024 is vacated.

We wish to thank the Tribunal for having facilitated speedy resolution of this matter.

Regards,

Khadrea Folkes (Ms.)
Cc: Mr. Christopher Dunkley, Attorney-at-law
Messrs. Phillipson Partners



PHILLIPSON PARTNERS
W. IAN PHILLIPSON (1943-2012)

Attorneys-at-law

CHRISTOPHER H. DUNKLEY
PETER J. ASHER
DRUM MANLEY DRUMMOND
HEATHER LEE MATALON

TIFFANY C. SINCLAIR
ROCHELLE S. MILLS

SENIOR CONSULTANTS

LLOYD EDWARD PERKINS
STEPHANIE J. GORDON

CONSULTANTS

HEATHER G. FACEY
KAYOLA MUIRHEAD

48 CONSTANT SPRING ROAD
FIRST FLOOR
KINGSTON 10
JAMAICA W.I.

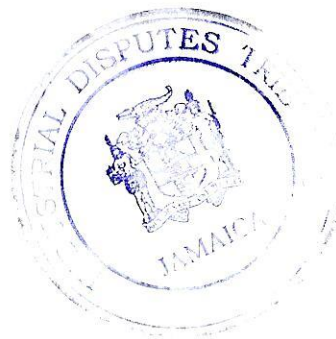
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November 20, 2024.

Mrs. Nicole Smith Marriott
Secretary/Director
Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10



By Email

Dear Mrs. Smith Marriott

Re: Dispute between Capitol Solutions Limited and Mr. Shermain Bowen over the
termination of his employment

We refer to the captioned matter and your letter to us of November 15, 2024 and concur that the matter has come to an end.

We thank the Industrial Disputes Tribunal for permitting the parties the time to resolve the matter amicably.

Yours faithfully,
PHILLIPSON PARTNERS

PER: 
CHRISTOPHER H. DUNKLEY

c: Ms. Khadrea Folkes, Attorney-at-law

