

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No: IDT 34/2019

SETTLEMENT OF DISPUTE
BETWEEN
CARIBBEAN PRODUCERS JAMAICA LIMITED
AND
MS. TASHEKA ROBERTS



AND THE

AWARD

I.D.T. DIVISION

HON. MRS. JUSTICE MARJORIE COLE-SMITH (Retd.)	-	CHAIRMAN
MRS. JACQUELINE IRONS, J.P.	-	MEMBER
MRS. CHELSIE SHELLIE-VERNON	-	MEMBER

SEPTEMBER //, 2020

IDT 34/2019

**INDUSTRIAL DISPUTES TRIBUNAL
AWARD
IN RESPECT OF
AN INDUSTRIAL DISPUTE
BETWEEN
CARIBBEAN PRODUCERS JAMAICA LIMITED
(THE COMPANY)**



AND

**MS. TASHEKA ROBERTS
(THE DISMISSED WORKER)**

REFERENCE:

By letter dated September 16, 2019, the Honourable Minister of Labour and Social Security in accordance with Section 11A(1)(a)(i) of the Labour Relations and Industrial Disputes Act (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 was as follows:

“To determine and settle the dispute between Caribbean Producers Jamaica Limited on the one hand, and Ms. Tasheca Roberts on the other hand, over the termination of her employment.”

By letter dated July 8, 2020 the Hon. Minister of Labour and Social Security amended the Terms of Reference to read as follows:

“To determine and settle the dispute between Caribbean Producers Jamaica Limited on the one hand, and Ms. Tasheka Roberts 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:

Hon. Mrs. Justice Marjorie Cole-Smith (Retd.)	-	Chairman
Mrs. Jacqueline Irons, J.P.	-	Member, Section 8(2) (c) (ii)
Mrs. Chelsie Shellie-Vernon	-	Member, Section 8(2) (c) (iii)

REPRESENTATIVES OF THE PARTIES:

The **Company** was represented by:

Mr. Nickardo Lawson	-	Attorney-at-Law
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The **Dismissed Worker** was represented by:

Mr. Robert Moore	-	Attorney-at-Law
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In attendance is the dismissed worker:	-	Ms. Tasheka Roberts
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SUBMISSIONS AND SITTINGS:

Briefs were submitted by both parties and one (1) sitting held on June 24, 2020. At the sitting, the parties informed the Tribunal that they were having local level discussions and were not far apart in terms of a settlement. Additional time was requested by the parties to have further talks with a view to settling. The request was granted with the understanding that if the parties failed to arrive at a settlement, the Tribunal would proceed to hear the dispute on August 12, 2020.

REPORT TO THE TRIBUNAL:

By email dated July 31, 2020 the Attorney representing the Dismissed Worker wrote to the Tribunal advising that the dispute matter is at an end and he is formally withdrawing same.

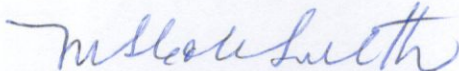
On August 24, 2020 the Tribunal received a joint letter dated August 19, 2020 signed by both Attorneys representing the parties, informing the Tribunal that the dispute has been “*resolved privately*” between the parties.

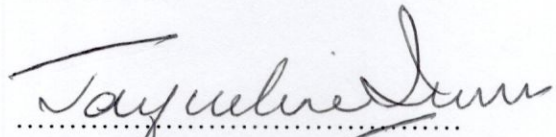
AWARD:

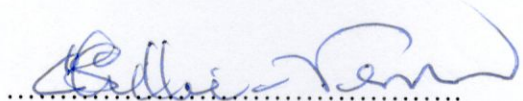
The parties having settled the dispute at the local level without the assistance of the Tribunal, and have by way of letter dated August 19, 2020 (a copy of which is attached) jointly signed by the Attorneys representing the parties informing the Tribunal of the Settlement, it is that Settlement which constitutes this Award.

DATED THE ¹⁴ DAY OF SEPTEMBER 2020.





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Justice Marjorie Cole-Smith (Retd.)
Chairman


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Jacqueline Irons, J.P.
Member


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Chelsie Shellie-Vernon
Member

Witness:


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Royette Creary (Miss)
Secretary to the Division