

INDUSTRIAL DISPUTES TRIBUNAL
Dispute No: IDT 17/2018

SETTLEMENT OF DISPUTE

BETWEEN

DOLPHIN COVE LIMITED

AND

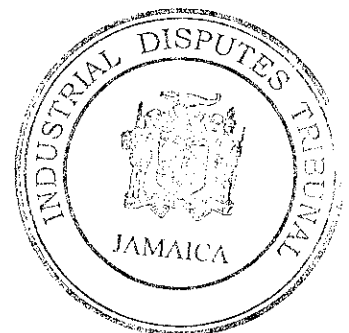
ALDAINE JOHNSON ET AL

AWARD

I.D.T. DIVISION

MR. ERROL MILLER, JP	- CHAIRMAN
MR. ERROL BECKFORD	- MEMBER
MRS. CHELSIE SHELLIE-VERNON-	MEMBER

JANUARY 26, 2022



IDT 17/2018

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**DOLPHIN COVE LIMITED
(THE COMPANY)**

AND

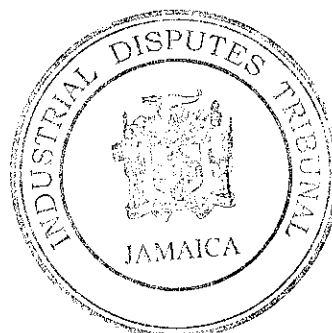
**MESSRS. ALDAINE JOHNSON ET AL
(THE AGGRIEVED)**

REFERENCE:

By letter dated April 20, 2018, 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 Dolphin Cove Limited on the one hand, and Messrs. Aldaine Johnson, Ronald Labeech, Venus Edwards, Vernon Brown and Delroy Hinds on the one hand, over the termination of their employment by reason of redundancy."



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. Errol Beckford	-	Member, Section 8(2) (c) (ii)
Mrs. Chelsie Shellie Vernon	-	Member, Section 8(2) (c) (iii)

REPRESENTATIVES OF PARTIES:

The **Company** was represented by:

Mrs. Denise Senior-Smith	-	Attorney-at-Law
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In attendance was:

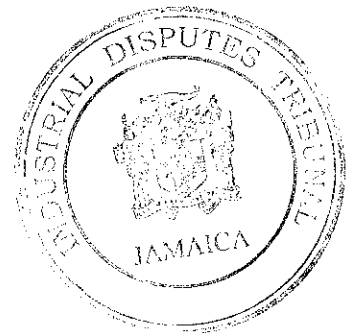
Ms. Tannika Montique	-	Human Resource Manager
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The **Aggrieveds** were represented by:

Mr. Alexi Hull	-	Industrial Relations Consultant
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In attendance were:

Mr. Vernon Brown	-	Aggrieved Worker
Mr. Aldaine Johnson	-	Aggrieved Worker
Mr. Venus Edwards	-	Aggrieved Worker
Mr. Delroy Hinds	-	Aggrieved Worker
Ronald Labeech	-	Aggrieved Worker



SUBMISSIONS AND SITTINGS:

Earlier in the matter, the division selected to hear the dispute comprised:

Mr. Charles Jones, C.D, J.P	-	Chairman
Mr. Errol Beckford	-	Member, Section 8(2) (c) (ii)
Mr. D. Trevor McNish	-	Member, Section 8(2) (c) (iii)

Consequent on the expiration of the contract of Mr. Charles Jones, the death of Mr. D. Trevor McNish and other changes, Mr. Errol Miller, was selected to chair the division and Mrs. Chelsie Shellie-Vernon was selected as a Member alongside Mr. Errol Beckford.

Briefs were submitted by the parties and oral submission made during four (4) sittings held after the matter begun de novo on November 16, 2020, through to November 23, 2021.

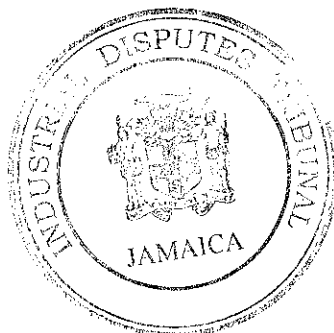
REPORT TO THE TRIBUNAL:

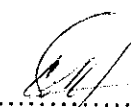
Several attempts have been made by the parties over time to have local level discussion and after the 4th Sitting of the Tribunal, by joint letter dated 10th January 2022, the parties reported to the Tribunal that agreement has been reached to settle the dispute. A copy of this letter is attached.


AWARD:

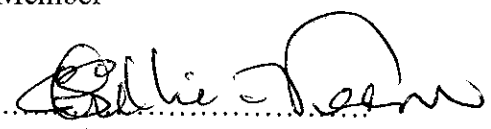
The parties arrived at a settlement as communicated in their joint letter, which is attached, and it is that agreement that constitutes the Award. The specific terms of the agreement are not included in the Award as the parties did not disclose the settlement.

DATED THIS 26th DAY OF JANUARY, 2022.





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


.....
Mr. Errol Beckford
Member


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

Witness:


.....
Nicola Smith Marriott (Mrs.)
Secretary to the Division

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ALEXI HULL
Industrial Relations Consultant

c/o NATIONAL WORKERS UNION
33 UNION STREET, MONTEGO BAY P.O.
TEL: (876) 536-5175 / Email: alexihull@yahoo.com

January 10, 2022

The Secretary/Director
Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10

ATTN: MRS. NICOLA SMITH MARRIOTT

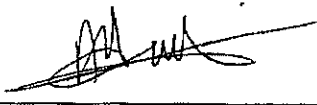
Re: IDT 17/2018 (Dispute between Dolphin Cove Ltd. and Messrs. Aldaine Johnson et al over the termination of their employment by reason of redundancy)

Dear Sir/Madam,

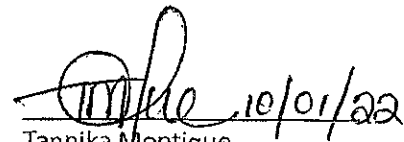
We, the undersigned, write to advise the Tribunal that in respect of the matter at caption, the parties have had dialogue at the local level and agreement has been reached to settle the dispute. As a consequence, we request that the necessary steps be taken for the dispute to be disposed of and all further arbitration in the matter be terminated.

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

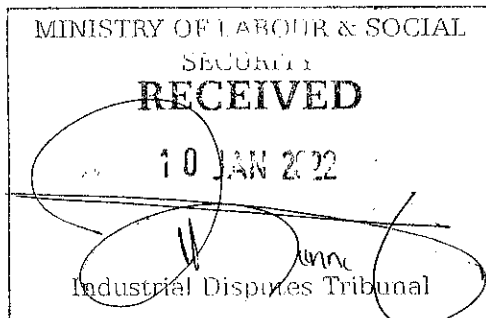
Yours Sincerely,



Alexi Hull
IR Consultant



10/01/22
Tannika Montique
HR Manager, Dolphin Cove



10-1-2022