

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 19/2020

SETTLEMENT OF DISPUTE

BETWEEN

EYELAND EYEWEAR LIMITED

AND

MRS. SIMONE FRANCIS

AWARD

I.D.T. DIVISION



MR. CHARLES JONES, CD, JP	-	CHAIRMAN
MR. ERROL BECKFORD	-	MEMBER
MR. FREDRICK EVANS	-	MEMBER

DECEMBER 9th 2020

IDT 19/2020

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**EYELAND EYEWEAR LIMITED
(THE COMPANY)**

AND

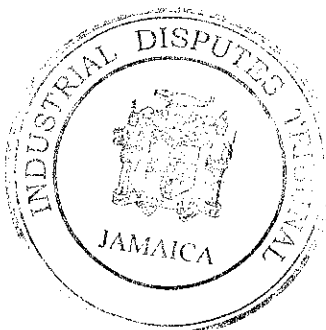
**MRS. SIMONE FRANCIS
(THE AGGRIEVED)**

REFERENCE:

By letter dated October 14, 2020, the Honourable Minister of Labour and Social Security pursuant to 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 were as follows:

"To determine and settle the dispute between Eyeland Eyewear Limited on the one hand and Simone Francis on the other hand over the termination of her Contract of 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 Charles Jones, CD, JP	-	Chairman
Mr Errol Beckford	-	Member, Section 8(2) (c) (ii)
Mr Fredrick Evans	-	Member, Section 8(2) (c) (iii)

REPRESENTATIVES OF PARTIES:

The **Company** was represented by:

Ms Nneka Francis	-	Attorney-at-Law
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In attendance:

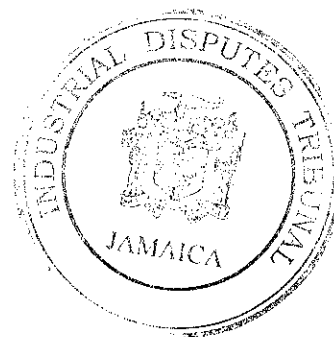
Sonia Smith	-	Human Resource Manager
Ms. Ashleigh Eldemire	-	Manager
Ms. Chantha Ramsay	-	Regional Manager

The **Aggrieved** was represented by:

Mrs Caroline Hay, Q.C.	-	Attorney-at-Law
Ms. Tereece Campbell	-	Attorney-at-Law

In attendance:

Mrs. Simone Miller	-	Aggrieved
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SUBMISSIONS AND SITTINGS:

At the Tribunal's first sitting held on November 9, 2020 to hear this matter the parties submitted that they were holding talks at the local level with a view to resolve this matter, and requested that they be allowed time to continue these talks. The Tribunal agreed.

At the next sitting held on November 26, 2020, Ms Nneka Francis, Attorney-at-law representing the Company, informed the Tribunal that the Company had accepted liability and what was now to be agreed on was the level of compensation to be paid. In view of the fact that representatives of both parties were present, the Tribunal recommended that they take the time to address the outstanding matter of the compensation. The parties agreed and the sitting was adjourned and the Tribunal members withdrew.

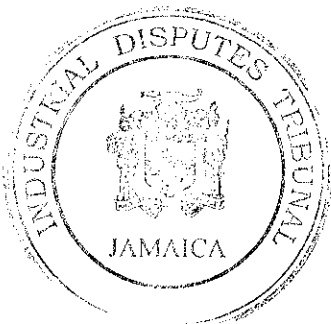
REPORT TO THE TRIBUNAL:

On resumption, the Tribunal was advised by the parties that they had agreed on a settlement figure of Nine Hundred and Fifty Thousand Dollars (\$950,000.00). The sum of Five Hundred and Seventy Thousand Dollars (\$570,000.00) was to be paid to the Aggrieved on or before December 15, 2020. The balance of Three Hundred and Eighty Thousand Dollars (\$380,000.00), to be paid in monthly instalments of Ninety Five Thousand Dollars (\$95,000.00) per month commencing in January 2021.

AWARD:

The agreement arrived at by the parties for the payment of compensation to Mrs Simone Francis in the amount of Nine Hundred and Fifty Thousand Dollars (\$950,000.00), to be disbursed as follows - Five Hundred and Seventy Thousand Dollars (\$570,000.00) to be paid on or before December 15, 2020, with the balance of Three Hundred and Eighty Thousand Dollars (\$380,000.00), to be paid in monthly instalments of Ninety Five Thousand Dollars (\$95,000.00) per month commencing in January 2021 constitutes the Tribunal's Award.

DATED THIS 4th DAY OF DECEMBER 2020



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Mr. Charles Jones, CD, JP
Chairman

.....
Mr. Errol Beckford
Member

.....
Mr. Fredrick Evans
Member

Witness:

.....
Phillippa Parkinson (Ms.)
Secretary to the Division