

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 24/2020

SETTLEMENT OF DISPUTE

BETWEEN

JAMAICA PUBLIC SERVICE COMPANY LIMITED

AND

**UNION OF CLERICAL, ADMINISTRATIVE &
SUPERVISORY EMPLOYEES**

AWARD

I.D.T. DIVISION

MR. ERROL MILLER, J.P.	-	CHAIRMAN
MR. LESLIE HALL, J.P.	-	MEMBER
MRS. CHELSIE SHELLIE VERNON	-	MEMBER

JUNE 13 , 2023



IDT 24/2020

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IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**JAMAICA PUBLIC SERVICE COMPANY LIMITED
(THE COMPANY)**

AND

**UNION OF CLERICAL, ADMINISTRATIVE & SUPERVISORY EMPLOYEES
(THE UNION)**

REFERENCE:

By letter dated November 23, 2020, the Honourable Minister of Labour and Social Security in accordance with Section 5 (3) 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 Jamaica Public Service Company Limited on the one hand and the Union of Clerical Administrative and Supervisory Employees on the other hand, in respect to the category of workers of whom the ballot should be taken or the persons who should be eligible to vote in the ballot to determine the Union’s claim for bargaining rights dated November 15, 2017.”



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 THE PARTIES:

The **Company** was represented by:

Ms. Angela Robertson	-	Attorney-at-Law
Mr. Christopher Cowan	-	Attorney-at-Law

In attendance:

Mrs. Charmaine Heslop-DaCosta	-	SVP - Human Resources
Mr. Vaughn McDonald	-	Manager - Employee Relations
Mrs. Tania McDonald-Tomlinson	-	Director - Recruitment & Employee Services

The **Union** was represented by:

Mr. Robert Harris	-	Industrial Relations Officer
Mr. John Levy	-	General Secretary

In attendance:

Mr. Donovan Wint	-	Delegate
Mr. Humphrey DeSouza	-	Delegate

SUBMISSIONS AND SITTINGS:

Briefs were submitted by both parties and oral submissions made during thirty-nine (39) sittings held between April 26, 2021 and January 26, 2023.



BACKGROUND

1. The Union of Clerical, Administrative and Supervisory Employees (UCASE, the Union) served a claim dated November 15, 2017 on the Jamaica Public Service Company Limited (the Company, JPS) for representational rights on behalf of a category of workers known as Power System Controllers, employed to the Company.
2. The Ministry of Labour and Social Security (the Ministry) processed the claim and conducted a representational rights poll among the workers on June 6, 2019. However, the Company refused to recognize the results of the poll on the basis that it was ultra vires as the objections it had raised to the claim were not dealt with by the Ministry. Efforts to resolve the matter through the conciliatory process proved futile and as a result the dispute was referred to the Industrial Disputes Tribunal (the Tribunal) for determination and settlement in accordance with Section 5 (3) of the LRIDA.

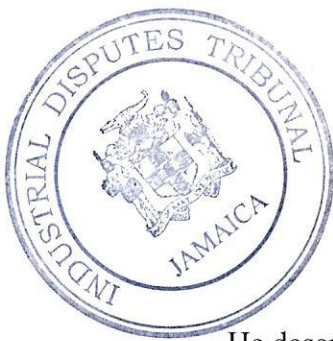
THE UNION'S CASE

3. The Union contends that it initially gained bargaining rights for Technical, Administrative and Supervisory employees in May 2003. This bargaining unit included the System Control Engineers previously called System Controllers. In early 2002 the Company conducted a job evaluation and reclassification exercise which involved four bargaining units; the Managers Bargaining Unit (MBU) the Union of Technical, Administrative and Supervisory Personnel (UTASP), National Workers Union/Bustamante Industrial Trade Union (NWU/BITU) and National Workers Union (NWU). UTASP was subsequently replaced by UCASE.
4. The System Control Engineers obtained high ratings/scores in the exercise and received adjustments to their salary packages. Efforts were subsequently made to remove the System Control Engineers from the UCASE bargaining unit under the guise of their revised salary band and this was challenged by the Union. It said that the Company unilaterally discontinued the deduction of Union dues from these workers on behalf of UCASE and the matter was reported to the Ministry as a dispute but remained unresolved for several years. The Union further averred that the Company later effected a name change to the category of workers from System Control Engineers to Power System Controllers and claimed that they fell under the MBU (sometimes referred to as the JPS Managers Association or the Managers



Association). The Union subsequently served a claim on the Company dated November 15, 2017, for representational rights on behalf of the Power System Controllers. The claim was processed by the Ministry resulting in a Representational Rights Poll on June 6, 2019 and the Ministry certified that all the workers on the Voters' List voted in favour of the Union. The Company was informed of the delegates elected to represent the workers, but the Company raised certain objections resulting in the dispute.

5. Mr. Donovan Wint, a Power System Controller, testified that he joined the Company on August 7, 2001, as Transmission and Distribution Control Engineer or what was called Assistant Control Engineer. He said that the positions within the Department were reclassified in 2008 and his position was reclassified from Generation Control Engineer to Power System Controller. He said that he was subsequently promoted to Systems Control Engineer on September 7, 2011. The following exchange took place during his examination-in-chief:



- Q So the other question I asked you now, subsequent to being classified in 2011 as a System Control Engineer to the best of your recollection when was the position given a name change to Power System Controllers?**
- A. I think the reclassification exercise was 2008, if my memory serves me right, at the time I was a Generation Control Engineer, I worked in that capacity until 2011.**

He described some of the job requirements and the changes in staffing structure over time.

6. Mr. Wint said that he was a member of the UCASE bargaining unit from August 2001 to 2011 when he became a Power System Controller. He said that since then he has not seen any deductions for union dues to UCASE from his salary. He said further that he did not authorize it to cease and he did not volunteer to change union nor did he sign any form to become a member of any other union. Mr. Wint further testified that he subsequently re-registered to join UCASE but he cannot recall when it took place. However, he said that he participated in the recent representational rights poll held by the Ministry involving UCASE in respect of Power System Controllers, but again he was unable to recall when the poll had taken place.

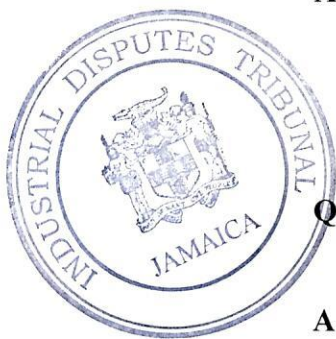
7. Mr. John Levy is the General Secretary of UCASE but was previously employed to the NWU. Prior to that, he was employed to the JPS for about twenty four (24) years. He said that when he left the Company sometime in 2010 as Deputy Chief Delegate, the System Control Engineers were a part of the UCASE bargaining unit.
8. Mr. Levy, in his evidence, explained the UCASE membership application form, a copy of which was tendered into evidence, and the process of becoming a member of the Union. He also explained how the 'check off' is forwarded to the Company for union dues to be deducted from the worker's salary. He testified about the Job Evaluation Exercise done in 2002 by Trevor Hamilton & Associates and implemented in 2008 and his involvement as the representative of UCASE on the Job Evaluation Oversight Committee. He mentioned that as a result of the Job Evaluation Exercise, the System Control Engineers came out at the top tier of the then UTASP bargaining unit which was taken over by UCASE consequent on a poll held sometime around 2002/2003.
9. Mr. Levy also testified that there was a dispute over the change in name of the System Control Engineers to Power System Controllers which he said the workers described as a cosmetic effort by the Company to remove them from the UCASE bargaining unit. He commented on the job descriptions of the System Control/Control Engineer and drew comparisons on the tasks, responsibilities and educational requirements/specialized techniques of the reclassified Power System Controller. He concluded that there was no fundamental change.
10. Mr. Levy had the following exchange during his examination-in-chief:

Q ...is that to say prior to 2010, nothing changed of significance?

A And let me use that term, nothing would have changed in the job, based on the discussions we have had with the seven members of the team, that would be really and truly classified as a reclassification and a promotion.

Q So are we to believe that roles and functions of the Power System Controllers are not new to the Company?

A. Not new at all, it has been around for many, many, many years. I am certain that at least since I have been...I went to JPS I am sure at least



thirty five , and there have been people who have been there longer than I, so it would have been before that...way before that.

11. Mr. Levy's evidence was that there was no consultation by the Company with the Union regarding the reclassification of the positions and the subsequent promotion of the workers. He said that the Union objected to this change as well as the cessation of dues to the Union and the matter was referred to the Ministry as a dispute but he was unable to say what became of the dispute. The following was his response to the question:



Q. Can you indicate to this Tribunal what became of that dispute, if you know?

A. We would have made enquiries and we have not been able up to today to get a clear straight answer from the Ministry of Labour as to what would have happened in relation to that particular matter.

12. He said that as a consequence of the continued dialogue with the workers over this matter, the workers re-registered to become members of UCASE which led to the representational rights poll in 2019.

13. Mr. Levy testified that he carried out his due diligence prior to serving the claim for representational rights. He said that this included making checks with the Ministry and the Registrar General's Department (RGD), who both furnished him with a list of registered trade unions. He therefore disputed the statement in the Company's Brief that the JPS Management Association **is a trade union registered under the Trade Union Act**. He said that neither the list from the Ministry nor the RGD had the MBU or the JPS Management Association as a registered trade union.

14. Mr. Levy testified that UCASE served the Form 2 - Claim for Recognition, by letter dated November 15, 2017, on the Management of the Jamaica Public Service Company in respect of Power System Controllers. This was copied to the Ministry. He said that the Company, in its response dated November 22, 2017, to the claim, advised that **"...all the employees within the said group, falls under the Manager's Bargaining (sic) since their promotion to this group on May 5, 2010.**

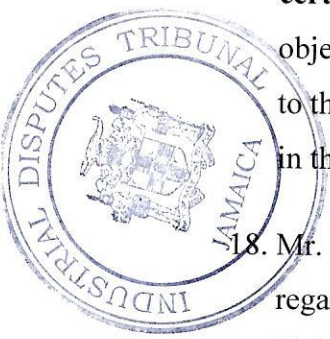
In light of this, the Company will not be granting Bargaining Rights in accordance with Section 4 (a) of the Labour Relations and Industrial Disputes Act ("LRIDA"), nor will it be requesting the Ministry of Labour (sic) conduct a representational rights poll".

15. He also referred to a letter from UCASE dated November 15, 2017, addressed to the Ministry, to which was appended a Form No. 1 Certificate, a letter from the Auditors, Mair Russell Grant Thornton dated November 28, 2017 (sic) containing a list of members, and a request for a ballot to be taken of Power System Controllers employed to the Company.

16. He said that the Ministry, by letter dated January 16, 2018, acknowledged receipt of both Forms No. 1 and 2. A subsequent letter dated November 13, 2018 was received from the Ministry confirming that a conciliatory meeting had been arranged for December 5, 2018 at 10:00 a.m. to continue discussions on the claim. Mr. Levy said that between the Ministry's letter of January 16, 2018 and its subsequent letter dated November 13, 2018, there were **"lots of backing and forting, to-ing and fro-ing, calls, discussions on getting the process advanced"**. He said that the Ministry indicated that it was doing its due diligence and a number of things were going on, including calendar clashes and a number of discussions and meetings. Mr. Levy said he was satisfied that both the Ministry and the Company were following the established process in dealing with the representational rights claim.

17. He also testified that by letter dated May 2, 2019, the Ministry advised the Union that it was satisfied that a prima facie case had been made out under the LRIDA and that the processing of the claim would continue in accordance with the Regulations. By subsequent letter dated May 17, 2019, the Ministry advised the Union of **a list of names of workers among whom the Minister proposes to cause a ballot to be taken. This list has been prepared and certified by the employer concerned.** The letter sought to know whether the Union had any objection to the inclusion or omission from the list of any name. He said the Union responded to the Ministry by letter dated May 21, 2019, that it had no objections to the names contained in the list.

18. Mr. Levy also gave evidence that subsequently, he had discussions with the Ministry regarding the date and location for the poll as well as the persons who will be agents for the Union in the poll to be taken on June 6, 2019. This, he said, was confirmed by letter dated



June 5, 2019. He said that as scheduled, the poll was held but it was done at the gate of the JPS facility at Washington Boulevard. He said voting was by secret ballot and that all seven persons on the Voters' List voted.

19. Mr. Levy said that in respect of the poll, the Ministry by letter dated June 7, 2019, advised the Union that:

The result is as outlined below:

Total number of persons eligible to vote	-07
Total number which voted	-07
The number voted "Yes"	-07
The number voted "No"	-Nil
The number which did not vote	-Nil
The number of rejected votes	-Nil



20. In his evidence, he said he was **satisfied that a bona fide legally constituted poll was conducted by the Ministry of Labour in respect of the claim served by the Union.** He said that the Union subsequently wrote to the Company by letter dated June 12, 2019, advising that Messrs. Donovan Wint and Humphrey DeSouza were elected as Chief Delegate and Assistant Delegate respectively and asked that the usual courtesies be extended to them in the execution of their duties.

21. He further testified that in a letter dated June 13, 2019, to the Union, the Company responded as follows:

...We wish to advise that the Company has referred the issue of the Poll and the circumstances surrounding the same to the Ministry of Labour (MOL), which has referred our concerns to its Legal Department for its consideration and advice.

We await the outcome of their advice.

Consequently, the Company is not able to consider your request currently.

.....

22. Mr. Levy, during his examination in chief, was taken through Paragraph 4 of the Labour Relations and Industrial Disputes Regulations listed below and asked for his interpretation of each factor:



If there is a dispute as respects the category of workers of whom a ballot should be taken or the persons who should be eligible to vote, the matters which shall be taken into consideration for the purpose of settling the dispute include-

- (a) The community of interest of the workers in that category.....**
- (b) The history of collective bargaining in relation to the workers.....**
- (c) The interchangeability of the workers.....**
- (d) The wishes of the workers in respect of whom the dispute arises.**

Mr. Levy concluded that he was satisfied that these factors were not adverse to the case of the workers concerned.

23. Mr. Humphrey DeSouza was the final witness for the Union. He testified that he was employed to the Company in 1994 as Assistant Control Engineer, Transmission and Distribution before he was promoted to System Control Engineer in 2004, the position which he still occupies. He testified that he cannot recall any changes being made to the position of System Control Engineer nor is he aware of any changes to his job description [Exhibit 17].

23. He examined the revised Job Specification for Power System Controller and indicated that he was never aware of it and that he never operated as a Power System Controller. However, he said that he participated in the representational rights poll and that his name and position as Power System Controller appeared on the list that was used as the Voters' List [Exhibit 10a].

CASE OF THE COMPANY

24. The Company contends that the dispute concerns a small group consisting of seven employees, namely Power System Controllers, for whom the Union seeks bargaining rights.

25. The Company sets out the following as the background to the dispute:



- (a) In May 2010, following a job evaluation exercise, the role of System Control Engineer was reclassified to Power System Controller based on where they fell in the evaluation process.
- (b) The Systems Planning and Control Division in which the Systems Control Engineers fell was merged with the Dispatch Operations Department. This required a review of several business processes and the integration and rationalization of the management and supervisory hierarchy. The position of System Control Engineer as it existed was found to be insufficient in scope, span of control and management authority to effectively assume responsibility for the merged functions. The position was revised in scope and upgraded and reclassified. The characteristics and compensation package of the new position categorized it as part of the Management Association bargaining unit.
- (c) During discussions/meetings with the Systems Control Engineers about the approach of the merger, there was general acceptance although concerns were raised in relation to overtime. Memoranda dated May 5, 2010, were sent to them confirming their promotion effective May 10, 2010, to the position of Power System Controller. They were advised that the position would be classified as part of the Management Association and that they would receive a list of allowances and benefits applicable to that bargaining unit.
- (d) The incumbent Power System Controllers expressed dissatisfaction with the decision and the matter was referred to the Ministry by UCASE. However, the upgrade was within the Company's remit as it fell within its managerial prerogative.
- (e) The Company continued to meet with the Power System Controllers and reviewed the compensation, increasing the staff compliment and other conditions of employment. It said the changes were implemented, accepted and performed by the group.

26. The Company said that UCASE submitted a claim for representational rights dated November 15, 2017, on behalf of the Power System Controllers and the claim was resisted by the Company. Notwithstanding extensive correspondence between UCASE, the Company and the Ministry, in which the Company outlined its objections to the claim, the Ministry persisted with its decision to conduct a poll.

27. Mr. Lincoy Small testified that he was initially employed to the Company in 2001 and that since December 2017, he is the Director of Systems Operations. Prior to that, he was Resource Planner Generation 2008 - 2016 and Manager of Grid Performance Department between April 2016 and December 2017. He said that based on the various job positions he occupied, he would be fairly knowledgeable about the entire System Operations.
28. He gave evidence that five Departments report to him; System Control, Operations Planning, Grid Systems Management, Grid Performance and Projects and Admin Departments. He said that the Power System Controllers are in the System Control Department and are under his indirect supervision but stated that they are **critical to my operations because of their supervisory responsibilities and expertise as engineers**. Mr. Small said that over the past two to three years, the Company has started to improve the leadership development of the team because **they indirectly help other Departments outside of my Division to manage their process effectively**.
29. Mr. Small gave an exhaustive outline of operational changes within the Company including investment in grid modernization, renewable integration through energy storage and power flow management tools. He described the various roles and responsibilities of the Power System Controllers which he said have been significantly increased due to the reorganization and operational changes caused by the strategic shifts in the Company. Among some of the major changes he testified about was the integration of more renewable technology on the grid. He said that the operation of the new Energy Storage System is now being managed by the System Controllers.
30. He testified that to the best of his knowledge, the Power System Controllers are members of the MBU and that they share the same community of interest and are interchangeable with other Senior Engineers in the other four divisions under his control and who are in the MBU. Their duties, responsibilities and job functions are significantly different from when they were a part of the UCASE bargaining unit. He indicated that it would create an imbalance and a distortion in succession planning within the Company to have the Power System Controllers in a different bargaining unit from the other Senior Engineers.



31. Mr. Vaughn McDonald is the Head of Industrial Relations and Compensation and has been with the Company for twenty seven (27) years. He explained that about 95% of the workforce at the Company are unionized across four bargaining units, namely the Clerical Group represented by the NWU, the Hourly Paid Workers jointly represented by the BITU and the NWU, the Supervisory and Technical Group previously represented by UTASP and currently represented by UCASE and the Middle Managers represented by the Managers Association which is affiliated to the BITU.
32. He said that he was intimately involved in the job evaluation exercise involving the Power System Controllers and the actions taken by the Company to resolve the issues arising therefrom.
33. Mr. McDonald said that following a merger of the Systems Planning and Control Division and the Dispatch Operations Department and a job evaluation exercise in May 2010, the positions of Systems Control Engineers were reclassified to Power System Controllers. He testified that after the job evaluation/classification exercise, the Power System Engineers were promoted to the reclassified positions of Power System Controllers. Letters of promotion were issued to workers (Exhibits 26A -26G). Below is an extract from the letter dated May 5, 2010 addressed to Mr. Ian Reid, Power System Controller, on his promotion:

This is to confirm your promotion to the position of Power System Controller, in the System Control Department, under the following Terms and conditions:

- 1. The effective date of your promotion is May 10, 2010.**
- 2. You will continue to report to Mr. Luke Brown, Manager – System Control.**
- 3. Your revised salary is now \$xxxx per month**
- 4. The position is classified in the Management Association; consequently, you will receive allowances and benefits that are applicable to that bargaining unit. Your allowances will be as follows:**
..... (allowances itemized)

34. Mr. McDonald said that after they were promoted, the workers ceased paying union dues to UCASE as they now fell within the MBU. He submitted a number of exhibits to support his assertion. [Exhibits 28-28F]. He also explained the process involving the commencement and cessation of union dues from the salary of workers.



35. Mr. McDonald also gave evidence regarding the claim for representational rights on behalf of the Power System Controllers. He outlined that on receipt of the Form #2 (Claim by Trade Union for Recognition) under cover of letter dated November 15, 2017, from UCASE [Exhibits 3 and 3A], the Company responded to the Union and copied the Ministry by letter dated November 22, 2017 [Exhibit 6], an excerpt which said:

...Further, all employees within the said group, falls under the Manager's Bargaining (sic) since their promotion to this group on May 5, 2010.

In light of this, the Company will not be granting Bargaining Rights in accordance with Sec 4 (a) of the Labour Relations and Industrial Disputes Act ("LRIDA"), nor will it be requesting the Ministry of Labour (sic) conduct a representational rights poll.

36. He gave further evidence that having received a letter dated December 4, 2017, from the Ministry, the Company, in a response dated December 7, 2017 [Exhibit 27], advised that **...no means has been adopted by either party to settle the claims presented, as the justification has been provided in the most recent letters addressed to the Union dated November 22, 2017.** He indicated that he sent a copy of the response to the Union for ease of reference.

37. He said that further to a request from the Ministry to supply certain information regarding the claim, he submitted a response dated March 5, 2018 [Exhibit 32], the relevant sections which are reproduced below:

MOL's Requests	JPS Responses
a) "the names of all employees in each category claimed for namely: "Power System Controller"	See attached
b) ...	
c) "whether your objection to the inclusion in our omission from a voters' list of the names of any of the workers in relation to whom the request for the ballot has been made, and if so, the reason for your objection"	Yes we do object
d) "whether you have any objection(s), and if so, the reason(s) for your objection(s)"	Yes we do have an objection. The Manager's Association for which this position falls, already have bargaining rights for same



e) "the name of any other trade union other than the applicant which has claimed bargaining rights, and the date of the claim of that other trade union"	The Manager's Association represented through the BITU. Same has been in effect from May 3, 2010
f) "the names of any other trade union which you recognize as having bargaining rights in relation to the workers referred to at (a)"	Manager's Association (MBU)
g) ...	
h) ...	

38. The letter in its conclusion stated:-

Please also note, as per point a) above, we attaching a copy of the MBU check off list as well, that shows evidence of the persons in the category for which reference is being made in the letter, representing payment of dues to the MBU.

Of import, there is no evidence to show that the affected persons have been paying any dues to the UCASE since their move to the MBU after May 2010.

39. Mr. McDonald tendered into evidence a series of letters between the Company, the Ministry and the Union which are outlined below:

- Letter dated May 16, 2018 [Exhibit 34] addressed to the Company from the Ministry which outlined that:

By letter dated February 5, 2018, the Ministry has conveyed to the Union of Clerical, Administrative and Supervisory Employees and the Bustamante Industrial Trade Union your objections on the above mentioned matter, and this is to confirm that a meeting has now been set for Monday March 19, 2018 at 11:00 a.m. at 1F North Street, Kingston to settle the objection(s) and you are accordingly invited to attend.

- In a subsequent letter dated November 13, 2018 [Exhibit 35], the Ministry wrote to confirm a conciliatory meeting arranged for Wednesday December 5, 2018 to continue discussion on the Union's claim.
- The Ministry, by letter dated April 18, 2019 to the Company indicated that :

Note is taken of your letter to this Ministry dated February 5, 2018 which indicated that the Company objected to this claim as the Manager's Association already have bargaining rights.

Accordingly, in an effort to resolve this outstanding matter kindly provide the Minister with the following:





- (i) **The latest Heads of Agreement between the Company and the Manager's Association for these workers.**
- (ii) **Documentation to authenticate how and when this Association gained bargaining rights.**

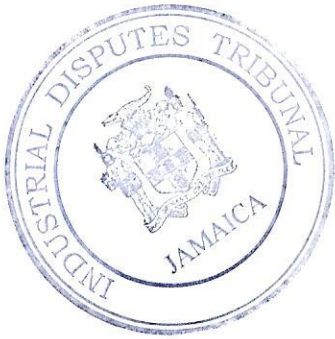
- In its response dated April 30, 2019 [Exhibit 37], the Company submitted a copy of the latest Heads of Agreement with the MBU and advised that **“there would not have been any documentation of a rights poll being done, as the position itself, based on the role, falls within the Manager's Association.”**
- A letter dated May 2, 2019 [Exhibit 38] from the Ministry, advising that the Minister was satisfied that the Union had made out a prime facie case in respect of its claim and that he had decided to cause a ballot to be taken. Consequently, the Company was requested to submit four certified copies of the names of all Power System Controllers to be used as a Voters' List in the ballot to be taken.
- The Company responded by letter dated May 6, 2019 [Exhibit 39].
- The Ministry advised that a ballot would be conducted on Thursday June 6, 2019, to determine bargaining rights in respect of the Power System Controller [Exhibit 41].
- The Company, through its Attorneys, in a letter dated June 4, 2019, to the Ministry [Exhibit 22], outlined the various objections it had raised to the Union's claim and advised that:

Any such poll would be ultra vires, the provision of the Regulations and would therefore be null and void as the MOL has inter alia failed and /or refused to comply with the same by not having a meeting to discuss and settle the dispute in relation to the objection raised by the JPS in its letter of 5th March 2018.

- The letter concluded that **“Accordingly, JPS would not agree to the holding of any poll on its premises on 6th June 2019.”**

40. The witness further tendered in evidence, the Ministry's response dated June 5, 2019 [Exhibit 42], extracts of which are provided below:

The Ministry is extremely disappointed with the position taken by the management of the Jamaica Public Service Company Limited and remain quite amazed and mystified as to the reason for their providing you with incorrect and totally false instructions.



Conciliatory meetings were in fact held at this Ministry on April 10, 2018 and on December 5, 2018 in order to discuss the objections made by the Company. The latter meeting was attended by the Manager, Employee Relations and also the Director - Recruitment & Employee Services

Note is taken of the highly unlawful position of the Jamaica Public Service Company Limited not to agree to the holding of a poll on its premises on the 6th June 2019 - a date that was discussed, agreed upon and confirmed by their very representative.

We refer you to Paragraph 7(1) of the Labour Relations and Industrial Disputes Regulation where it is mandatory and obligatory for the employer to provide suitable accommodation.

Finally, we will not comment on the Manager's Association and their "bargaining unit" as they have no *locus standi* in relation to the above cited legislation.

It is therefore the decision of the Minister that the Poll will be held on the scheduled date.

41. By letter dated June 5, 2019 [Exhibit 43], the Company advised the Ministry that:

We wish to clarify that the Company representatives have had several meetings at the Ministry of Labour (MOL), however none of those meetings was specific to the Power Systems Controller matter; save and except the meeting of December 5, 2018 where the MOL advised that the matter was being referred and there was no opportunity for the Company to discuss its objection to the Ministry of Labour on the matter.

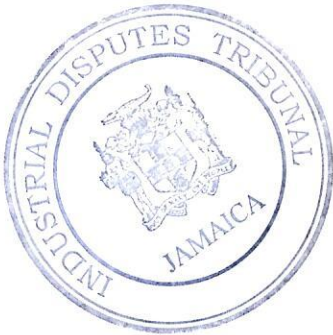
42. The Company, by letter dated June 6, 2019 [Exhibit 44], wrote the Ministry seeking to have the poll nullified. It also sought the Minister's **"intervention to put on hold any purported recognition by the Ministry of Labour of the poll"**. [Exhibit 45]

43. Mr. McDonald testified that the Ministry [Exhibit 46] advised that the matters raised have been brought to the attention of its Legal Department. In a follow up letter [Exhibit 48], the Ministry advised that based on the advice received, it will again engage the parties with a view to settling the objections raised. Further correspondence took place between the parties culminating in the dispute being referred to the Tribunal by letter dated November 23, 2020.

44. Mrs. Tania McDonald-Tomlinson, the final witness for the Company, said that she has been the Director of Strategic Workforce Management with the Company since May 2015. She

testified that she was requested to carry out certain research in the matter before the Tribunal and that her findings confirmed that the MBU has been a legitimate bargaining unit. Her evidence was supported by the following Awards of the Industrial Disputes Tribunal (IDT):

- IDT 87/79 Dispute between Jamaica Public Service Company Ltd and the Jamaica Public Service Managers Association regarding a claim for representational rights
- IDT105/81 Dispute between Jamaica Public Service Company Ltd and the Jamaica Public Service Managers Association regarding the termination of employment of a worker
- IDT52/85 Dispute between Jamaica Public Service Company Ltd and the Jamaica Public Service Managers Association regarding the Association's claim for increased wages and other improved conditions of employment
- IDT2/2009 Dispute between Jamaica Public Service Company Ltd and the Union of Clerical, Administrative and Supervisory Employees, National Workers Union, Bustamante Industrial Trade Union and the Jamaica Public Service Managers Association regarding a joint claim to determine if an item in a Heads of Agreement represents full and final settlement of the Unions' claim and if not the calculations of adjustments in respect of redundancy and overtime.



ANALYSIS BY THE TRIBUNAL

45. In examining the evidence, the major contentions to be considered are:

- (a) To which bargaining unit do the workers belong, and would the claim by UCASE seek to splinter the bargaining unit?
- (b) Was the Managers Association a registered trade union and was it a properly recognized bargaining unit?
- (c) Did the Ministry carry out its due diligence in keeping with the provisions of the Labour Relations and Industrial Disputes Act (LRIDA) the Regulations and the Labour Relations Code in processing the claim for bargaining rights?



**TO WHICH BARGAINING UNIT DO THE WORKERS BELONG, AND
WOULD THE CLAIM BY UCASE SEEK TO SPLINTER THE
BARGAINING UNIT?**

46. The facts are that:

- (a) The workers were engaged as Systems Control Engineers prior to 2010 and were members of the UCASE bargaining unit since 2002.
- (b) A reclassification/job evaluation exercise was done between 2002 and 2008.
- (c) There was a merger of the Systems Planning and Control and the Dispatch Operations Departments.
- (d) The positions of Systems Control Engineers were reclassified to Power System Controllers. As a consequence, the workers were subsequently issued with letters promoting them to the reclassified position of Power System Controllers and they were advised that by virtue of the promotion, they fell into the Managers Association (MBU).
- (e) The Company also ceased deduction of union dues in favour of UCASE from their salary.

47. Mr. Wint, during cross examination, confirmed that dues to UCASE ceased from his salary when he became a Power System Controller in 2011. He said he enquired from a delegate why it ceased and he was advised that the Company would not make the deduction to UCASE. He said that he re-registered to become a member of UCASE in 2017 by filling out another application form but admitted that since then, there has been no deduction of union dues from his salary to pay UCASE.

48. Mr. DeSouza, in cross examination, concurred with Mr. Wint's evidence that dues to UCASE ceased being deducted from his salary in 2010. He also admitted that by letter dated May 10, 2010, he was promoted to the reclassified position of Power System Controller with new salary and benefits. He was also advised that the position was classified within the Management Association. He said he does not pay any dues to the Management Association despite the letter of promotion.

49. The workers were therefore members of the UCASE bargaining unit until 2010/11 when deduction of dues ceased in favour of the Union. They were advised in their letters of promotion that the new positions were classified in the MBU and as a consequence they fell in this bargaining unit. Mr. McDonald attested to the actions of the Company in his evidence.
50. The MBU is comprised of a number of categories of employees that were determined by the Tribunal in its Award, IDT 87/89. The claim by UCASE sought to represent one category of employees that fell within the MBU.
51. Section 2 of the LRIDA defines a bargaining unit to mean:

...those workers or categories of workers of an employer in relation to whom collective bargaining is, or could appropriately be carried on.

52. Paragraph 17 of the Labour Relations Code specifies that:

The Regulations made under that Act lay down certain factors to be considered in the event of a dispute in relation to workers who should comprise the bargaining unit. In addition to these factors, consideration may be given to the following:

- (a) The composition of bargaining units should be as wide as is practicable so as to avoid a multiplicity of units within the same establishment, as too many small units make it difficult to ensure that related groups of employees are treated consistently;**
- (b) The practice of having separate bargaining units for management and supervisory personnel and excluding them from other bargaining units;**
- (c)**

53. The effect of the claim by UCASE in respect of Power System Controllers would be that it is seeking to represent only one category of employees within the MBU. The result would therefore be a splintering of the existing bargaining unit and this would be counter to Paragraph 17 of the Labour Relations Code.

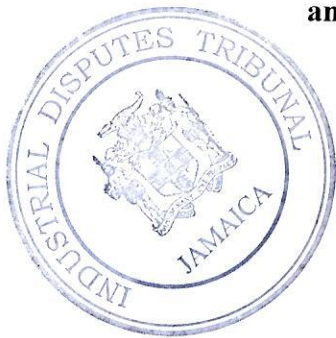


**WAS THE MANAGERS ASSOCIATION A REGISTERED TRADE UNION AND
IS IT A PROPERLY RECOGNIZED BARGAINING UNIT?**

54. The Union argued that the MBU was not a proper bargaining unit as that Association was not a registered trade union. Mr. Levy, in his evidence, supported that argument with a list of registered trade unions supplied by the Registrar General's Department. This list did not include the MBU. The evidence therefore supports the point that the MBU is not a registered trade union under the Trade Union Act.

55. The Terms of Reference of the Tribunal are to determine and settle the dispute between the parties. Section 2 of the LRIDA defines industrial dispute as

"... a dispute between one or more employers or organizations representing employers and one or more workers or organizations representing workers, and—



(a) In the case of workers who are members of any trade union having bargaining rights, being a dispute relating wholly or partly to—

(i) terms and conditions of employment,.....

(ii)

(iii)

(iv)

(v) any matter relating to bargaining rights on behalf of any worker."

56. This definition does not dictate that the **workers organization** must be a **registered trade union**. Based on the definition of industrial dispute under the Act, two conclusions can be drawn; firstly the matter before the Tribunal is a valid dispute and secondly despite the MBU not being a registered trade union under the Trade Union Act, it is a legitimate and recognized bargaining agent by the Company.

57. The evidence provided by Mrs. Tania McDonald-Tomlinson supports this conclusion. In a dispute over a claim for representational rights by the MBU, the Tribunal determined in its Award, IDT 87/79 dated March 18, 1980, the categories of workers who should comprise the bargaining unit in a poll to be taken. This was further buttressed when Mrs. McDonald-Tomlinson provided additional evidence that the Tribunal made other awards in which the MBU had been featured as a workers' organization.

58. The Ministry, therefore, misdirected itself when it concluded that **we will not comment on the Manager's Association and their "bargaining unit" as they have no locus standi in relation to the above cited legislation.**

THE ROLE OF THE MLSS IN PROCESSING THE CLAIM BY THE UNION

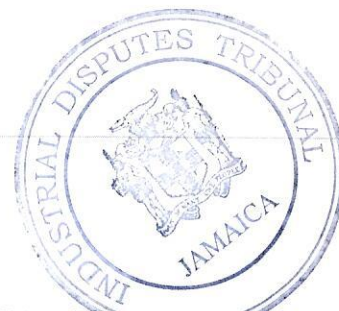
59. The Company, having received the claim (Form 2) from the Union, advised the Union and copied to the Ministry of Labour that it:

.... must be satisfied that a majority of the workers in the proposed bargaining unit are members of the applicant union.

Further, all employees within the said group falls under the Manager's Bargaining since their promotion to this group on May 5, 2010.

In light of this, the Company will not be granting Bargaining Rights in accordance with Sec. 4 (a) of the Labour Relations and Industrial Disputes Act ("LRIDA"), nor will it be requesting the Ministry of Labour conduct a representational rights poll.

60. Although considerable evidence was provided regarding the bona fides of the workers being members of UCASE when the claim was served, the Tribunal did not understand this to be an area of dispute in the processing of the claim by the Ministry, nor does it seem to influence the Terms of Reference. Consequently, no weight is being placed on this evidence.
61. Mr. McDonald gave evidence that by letter dated March 5, 2018, the Company raised objections to the claim on the grounds that the workers in question were already members of the MBU. Mr. Levy admitted during cross examination that the Union was advised by the Company that it recognized another trade union as bargaining agent for the workers. He agreed that from the very outset of the claim, the Company's position was that the category of employees fell under the MBU.
62. Regulation 5(1) of the Labour Relations and Industrial Disputes Regulations (LRID Regulations) specifies that **"If there is no dispute as respects the category of workers of whom a ballot should be taken or the workers who should be eligible to vote in the ballot, or after the settlement of any dispute which arises in connection with the matter, the Minister may require the employer to prepare and certify a list of those workers from his pay bills, and to furnish the Minister**"



63. By letter dated March 16, 2018, the Ministry advised the Company that it has conveyed the Company's objections to the Union and a meeting was confirmed for Monday March 19, 2018 to settle the objections. [EXHIBIT 34]. Mr. McDonald, in his evidence, stated that these objections were never settled as the meeting dealt with other matters affecting the Company and the Union.

64. Mr. Levy was asked during cross examination whether the Ministry had convened a meeting to settle the objections:

Q. I am asking the simple question: Did the Ministry of Labour convene a meeting to discuss the objections raised by the Company?

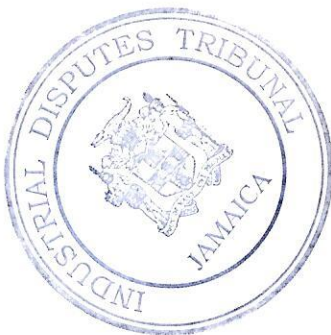
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A. That is not my understanding of the meeting that was held.

65. He further stated in cross examination that the Ministry has the power to settle objections without calling a meeting of the parties. He said that if the Union is advised of the objections and agrees to them, then there would be no need to call a meeting. However, the following involves another exchange during cross examination :

Q. So where objections are raised and the Ministry does not call the parties together to deal with those objections would you agree with me that the Ministry would be breaching the provisions of the Law?

A. The Ministry would be bound to follow the rules and to do what is required, to do their own investigations and come to their conclusions under the Law. I can't say anymore on that.



66. Regulation 5(1) of the LRID Regulations specifies that only **after the settlement of any dispute which arises in connection with the matter**, the Minister may require the employer to prepare and certify a list of those workers from his pay bills, and to furnish the Minister. However, contrary to Regulation 5(1), the Ministry sought and obtained a certified list of the workers concerned, to be used as a voters' list. It further wrote to the Union by letter dated May 17, 2019, attaching **"a list of names of workers among whom the Minister proposes to cause a ballot to be taken"**. There is, therefore, no clear evidence

that the Ministry settled the objections raised by the Company. It therefore departed from the Regulations when it sought to obtain a voters' list without resolving the initial objections raised by the Company.

67. The evidence is that the Ministry processed the representational rights claim and eventually conducted a ballot of the said workers on June 6, 2019. The ballots were counted and the parties advised on June 7, 2019 of the results by letter, details of which are set out at Paragraph 19 above.

68. Section 5(4) of the Labour Relations and Industrial Disputes Act (LRIDA) provides that

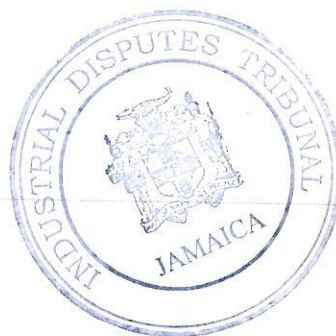
The Minister shall, as soon as may be after he has ascertained the result of any ballot taken under this Act, issue to the employer and every trade union concerned in that ballot a certificate, in such form as may be prescribed, setting out the result of the ballot. [Tribunal's emphasis]

69. The certificate prescribed is set out at Regulation 12(4) of the Labour Relations and Industrial Disputes Regulations. Tendered into evidence however, is a letter dated June 7, 2019 (Exhibit 14) from the Ministry to the Union advising of the results of the ballot, but this was not the prescribed certificate.

70. Two salient points to note are that:

- (a) There is no evidence that a certificate in accordance with the Regulations was provided to the parties in respect of the results of the ballot; and
- (b) The Minister has referred the said claim to the Tribunal to determine **the category of workers of whom the ballot should be taken or the persons who should be eligible to vote in the ballot.**

In examining these two matters, the Tribunal is of the view that the Minister has regarded as a nullity, the poll that was held on June 6, 2019, hence the reference to the Tribunal.



71. The Company, at the request of the Tribunal, provided a list of the members of the respective bargaining units within the Company.

FINDINGS

The Tribunal finds that:

1. The workers whose positions were reclassified as Power System Controllers in 2010/2011 were members of the UCASE bargaining unit up until they were promoted, at which time, they were subsumed into the Manager's Association bargaining unit (MBU).
2. The MBU is a duly recognized bargaining unit and the evidence is that it has been representing its members subsequent to the IDT Award on 18th March, 1980. This was supported by subsequent Awards of the Tribunal.
3. The representational rights claim by UCASE on behalf of Power System Controllers would result in a splintering of the bargaining unit represented by the MBU.
4. The Ministry erred when it conducted a poll while there were outstanding objections to the claim. This action serves to make the poll a nullity.
5. Any poll to determine which union should represent the Power System Controllers must involve the incumbent workers organization, the MBU, unless it declines to participate. Additionally, the poll must involve the full bargaining unit.



AWARD

The Tribunal awards that the categories of workers of whom the ballot should be taken and the persons who are eligible to vote in the ballot to determine the Union's claim for bargaining rights are as set out in the appended list.

DATED THIS 13th DAY OF JUNE 2023



Witness:

.....
Mrs. Nicola Smith Marriott
Secretary of the Division

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

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

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

CATEGORIES OF EMPLOYEES AND PERSONS ELIGIBLE TO VOTE

Code	Names	Position	Union
41685	Alaina Rose	System Protection Specialist	MBU- Management
30750	Aldane Stennett	Manager-Environment, Health & Safety	MBU – Management
30916	Alejo Lee	Manager-Production Planning & Reporting	MBU – Management
41199	Alexa Brown	Buyer	MBU – Management
49917	Alexander Pryce	I.T. Specialist	MBU – Management
31084	Allaine Harvey	Programmes Officer	MBU – Management
31049	Allison Haynes-Laraque	Officer-Service Standards	MBU – Management
30813	Allson Thompson	Manager-Environment, Health and Safety	MBU – Management
31072	Alphanson Lewis	Environment, Health and Safety Officer	MBU – Management
75093	Andre Murray	Officer-Operations & Maintenance Planning	MBU- Management
49604	Andrew Lee	Protection and Control Engineer	MBU – Management
30953	Andrew McIntosh	Manager- Protection System Improvements	MBU – Management
31148	Anna-Kay Toyloy	Key Account Executive	MBU – Management
31044	Annmarie Myrie-Chambers	Transformation Specialist	MBU – Management
30770	Ann-Marie Woodham	Manager-Warehouse	MBU – Management
31056	Arthur Barrows	Manager – Operations & Maintenance	MBU – Management
75622	Asheka Robinson	Legal Officer	MBU – Management
30875	Audrey Williams	Manager – Media & Public Relations	MBU – Management
30968	Azalee Lawson	Manager – Environment, Health and safety	MBU - Management
31023	Baron Higgins	System Integrator	MBU - Management
31132	Bryan Johnson	Manager – Grid Management Systems	MBU – Management
31149	Camille Lumsden-Dwyer	Manager – Projects & Logistics	MBU – Management
30687	Carolyn Parchment	Manager-Performance Management	MBU – Management
75071	Chadene Bernard	Transformation Specialist	MBU – Management
30782	Charley Parchment	Manager- Operations Planning	MBU – Management
31111	Charmaine Shaw	Buyer	MBU – Management
43874	Christopher Coke	Project Office	MBU – Management
48157	Christopher Shaw	Program Manager (Projects) –Generation	MBU – Management
30900	Christopher Simpson	Losses Officer	MBU – Management
31172	Clelon Dixon	Engineer-Transmission and Distribution	MBU – Management
51455	Clinton Cummings	Engineer-Transmission and Distribution	MBU – Management
51707	Clyde Powell	Specialist Engineer –Generation Asset Management	MBU – Management



48771	Colin Walters	Specialist Engineer –Generation Asset Management	MBU – Management
49661	Conrad Richardson	Specialist Engineer –Generation Asset Management	MBU – Management
47002	Conroy Capper	Project Officer	MBU – Management
75085	Corey Martin	Engineer-Operations	MBU – Management
75689	Dameion Fagan	Regulatory Officer	MBU – Management
40153	Daniel Tomlinson	Manager – Grid Planning	MBU – Management
75430	Danille Stewart	Transformation specialist	MBU – Management
30919	Dave Williams	Manager - GIS	MBU – Management
31170	David Clarke	DMS Engineer	MBU – Management
30984	David Fleming	Legal Counsel	MBU – Management
30972	David Lewis	Manager - Operations	MBU – Management
30913	Dean Campbell	Banking Relations Officer	MBU – Management
30950	Debronette Dixon	Manager – Customer Care	MBU – Management
30767	Denise Warren	Finance and Administrative Officer	MBU – Management
75255	Denny Henry	Engineer – Metering Infrastructure	MBU – Management
30847	Deon Aarons	Manager – Debt Administration	MBU – Management
47269	Deon Daley	Project Officer	MBU – Management
44643	Dervin Hanlan	Manager – Technical Audit	MBU – Management
31036	Detommie Fuller	Manager – Area West Operations	MBU – Management
30720	Devon Dawson	Senior Analyst – AM FM Power Quality	MBU – Management
46393	Devon Hendricks	Manager – Revenue Management & Billing	MBU – Management
31166	Devon Miller	Field Services Officer	MBU – Management
40164	Devon Willis	Manager - Operations	MBU – Management
49520	Devon Wright	Project Officer	MBU – Management
46996	Dominic Williams	Tariff Officer	MBU – Management
31018	Donovan Wint	Power System Controller	MBU – Management
48111	Dowan McFarlane	Capital Investment Officer	MBU – Management
30806	Duane Channer	Software Engineer	MBU – Management
30905	Duane Smith	Power system Controller	MBU – Management
49983	Dwayne Peart	Operations Engineer	MBU – Management
30893	Dwight Reid	Resource Planner	MBU – Management
49780	Dwight Richards	Manager – Grid Performance	MBU – Management
31064	Earl Vassell	Operations Engineer	MBU – Management
31159	Edwin Levermore	Manager – T & D Grid Services	MBU – Management
30967	Elisabeth Nerahoo	Project Manager	MBU – Management
30559	Errington Case	Manager – Grid Interconnection	MBU – Management
31045	Errol Dias	Manager – Losses Operations & Projects	MBU – Management
40036	Everton McKenzie	Power System Controller	MBU – Management
75408	Ewan Pitter	Key Account Executive	MBU – Management
31183	Fernando Bernard	Distribution Engineer	MBU – Management
30732	Ferris Stewart	Manager – System Reliability and T & D Asset Optimization	MBU – Management

30644	Fiona Johnson	Customer Service Area Manager	MBU – Management
31146	Fitz-Anthony Blair	Manager – Business Development	MBU – Management
30766	Floyd Minott	Security Specialist	MBU – Management
49715	Floyd Smith	Power System Controller	MBU – Management
46401	Franklin Coach	Field Services Officer	MBU – Management
30651	Garfield McPherson	Specialist Engineer – Transmission & Distribution	MBU – Management
40022	Garrett Needham	Manager – Operations	MBU – Management
31062	Gary Hutchinson	Specialist Engineer – Transmission & Distribution	MBU – Management
48007	Gerald McKoy	Project Officer	MBU – Management
31157	Germaine Rose	Distribution Engineer	MBU – Management
43077	Haley Clarke-Scotland	Human Resource officer – Training Facilitation	MBU – Management
30777	Herline Thompson	Financial analyst	MBU – Management
31178	Hopeton Daley	Field Service Officer	MBU – Management
45649	Howard Whitely	Manager – Customer Care	MBU – Management
30755	Hugh Garvey	Manager – Substations	MBU – Management
30850	Hugh Williams	Manager – Maintenance	MBU – Management
31142	Hugo Thomas	Manager – Regional Collections	MBU – Management
30906	Humphery Desouza	Power System Controller	MBU – Management
30942	Ian Reid	Power System Controller	MBU – Management
31105	Iyishla Campbell	Software Engineer	MBU – Management
31123	Jabari Longshaw	Manager – Customer Care	MBU – Management
31139	Jacqueline Melbourne	Buyer	MBU – Management
31042	Janice Carr	Customer Service Area Manager	MBU – Management
31066	Jathniel Randall	Project Officer	MBU – Management
30955	Jean Waugh – Evans	Customer Care Manager - Collections	MBU – Management
75618	Jemar Griffiths	Engineer – Transmission and Distribution	MBU – Management
45656	Jennifer Cunningham	Project & Administrative Officer	MBU – Management
30682	Jennifer Foster	Buyer	MBU – Management
75249	Jermaine Clarke	Manager – Revenue Security Research and Planning	MBU – Management
31054	Johnathan Schloss	Project Officer – New Business	MBU – Management
75662	Jordache Wilson	Business Performance Management Officer	MBU – Management
75501	Joshua Sherman	Legal Counsel	MBU – Management
31051	Joylett Walker-Clocken	Manager – Losses	MBU – Management
31162	Julia Gordon	Manager – Client Relations (West)	MBU – Management
40132	Jurmain Morgan	Engineer	MBU – Management
47306	Kadian McNeil-Ellis	Field Services Officer	MBU – Management
45131	Kareen Jackson	Manager – Customer Care	MBU – Management
31043	Karen Brown	Manager – Customer Care	MBU – Management
31134	Karen Pennant-Morgan	IT Specialist – Projects	MBU – Management
46322	Karl Cowan	Manager – System Control	MBU – Management

49712	Karl Grant	Field Services Officer	MBU – Management
30802	Karlene Haye-Williams	Manager- Technology PMO	MBU – Management
31098	Kathryn Archie	Manager – Business Intelligence & Analytics	MBU – Management
75266	Kemar Whittaker	I.T. Specialist – Computer Operations	MBU – Management
30449	Kendis Nangle	Manager – Claims and Insurance	MBU – Management
30886	Kenneth Batchelor	Resource Planner	MBU – Management
31171	Kenroy Williams	Key Account Executive	MBU – Management
30977	Kerri-Ann Fenton-Davis	Manager- Client Retention & Support	MBU – Management
31160	Kerrica McGregor	Community Relations Officer	MBU – Management
31086	Khadian Rose	EHS Officer – Power Station	MBU – Management
30851	Kim Robinson	Legal Counsel	MBU – Management
75707	Kimesha Brown	Budget Analyst	MBU – Management
51701	Kolonje McKenzie	Buyer	MBU – Management
30710	Lebert Frankson	Training Officer	MBU – Management
49572	Leigh Dwyer	Production Planning Engineer	MBU – Management
30765	Leon Martin	Network Specialist	MBU – Management
30885	Lesley Facey	Customer Care Manager – Compliance	MBU – Management
30928	Lester McKenzie	Project Officer	MBU – Management
30960	Le-Var Allen	Customer Service Area Manager	MBU – Management
75632	Lexcine Taylor-Nelson	People Operations Advisor/HR Generalist	MBU – Management
48029	Lionel Wallace	Human Resource Officer	MBU – Management
40213	Liveen Harris	T & D Engineer	MBU – Management
30877	Lois Neufville	Budget Analyst	MBU – Management
31076	Ludlow Thompson	Network Specialist	MBU – Management
40047	Mackoy Legg	Dispatch Officer	MBU – Management
30746	Marilyn McDonald-Watson	Manager – Community Renewal	MBU – Management
30982	Marlene Grant	Accountant – Group Financial Reporting	MBU – Management
30945	Marlon McIntosh	Protection and Control Engineer	MBU – Management
57091	Marsha-Gay Wallace	People Operations Advisor/HR Generalist	MBU – Management
75458	Menard Griffiths	Utility Arborist	MBU – Management
75072	Michelle McFee	Specialist Engineer – Transmission Systems	MBU – Management
31174	Miguel Curtis	Human Resource Analyst	MBU – Management
48922	Milton Oliver	Training Officer – Generation	MBU – Management
30863	Nadrae Waugh	Engineer – Transmission and Distribution	MBU – Management
75481	Natalya McGhie-Phinn	Budget Analyst	MBU – Management
30844	Nerine Brown	Manager – Internal Audit	MBU – Management
48155	Neville Brackett	Specialist Engineer – Projects	MBU – Management
31169	Nicole Watson	Key Account Executive	MBU – Management
49568	Noel Thomas	Logistic Officer – Region East	MBU – Management

31073	Noris Haye	Project Officer – New Business	MBU – Management
30903	Norval Bullock	Manager – Emergency and Dispatch Operations	MBU – Management
30784	Omar Brown	Manager – Operations	MBU – Management
49905	O’Neil Gordon	I.T. Specialist	MBU – Management
56577	O’Neil Prendergast	EHS Officer	MBU – Management
75536	Oneish Thomas	Manager – Financial Planning	MBU – Management
75497	Oral Kerr	Project Analyst	MBU – Management
31087	Orville Clough	Distribution Engineer	MBU – Management
30937	Oswald Smiley	Manager – Area East Operations	MBU – Management
75449	Otis Flemings	Security Specialist	MBU – Management
31011	Pamella Wright	Records Administrator	MBU – Management
30956	Patricia Beckford-Linton	Manager – Customer Care	MBU – Management
30871	Patricia Levy	Project Engineer	MBU – Management
31022	Patrick Davidson	Accountant – Payroll	MBU – Management
42920	Patrick Dunn	I.T. Specialist – Corporate Applications	MBU – Management
48158	Paul Morgan	Specialist Engineer – Generation Asset Management	MBU – Management
30684	Paul Roper	Senior Project Engineer	MBU – Management
31047	Paulstan Francis	Field Services Officer	MBU – Management
31124	Peter Baker	Manager – Maintenance	MBU – Management
75219	Phil Watson	Engineer –Transmission and Distribution	MBU – Management
31131	Philemon Williams	Distribution Engineer	MBU – Management
49749	Polly Vernon	Network Planning Engineer	MBU – Management
31154	Pricella Dawson	Business Support Analyst	MBU – Management
31127	Ramona Bahadur-de-Mercado	Officer-Customer Support & Strategy	MBU – Management
40541	Raquel Jones	Human Resource Officer-Non-Technical Training	MBU – Management
30608	Raymond Logan	Manager-Transmission Lines	MBU – Management
47159	Rayon Jarrett	Manager – Operations	MBU – Management
30938	Renaldo Chambers	Engineer	MBU – Management
30870	Ricardo Blidgen	Manager-Corporate Security	MBU – Management
31110	Richard Gordon	Manager-Business Development Projects	MBU – Management
31078	Richard Lawson	I.T. Specialist-Enterprise Architecture	MBU – Management
30912	Richard Peart	Power System Controller	MBU – Management
48011	Richard smith	Human Resource Officer	MBU – Management
31113	Robert Shaw	Manager-Telecommunication	MBU – Management
49874	Rochester Robinson	Officer-Environment, Health & Safety	MBU – Management
75073	Rocque Coote	IT Specialist – Projects	MBU – Management
75095	Romario Brown	Manager-Operations	MBU – Management
30951	Ronnett Malcolm	Manager-Corporate Collections	MBU – Management
75502	Rosan Reynolds-Salmon	Transformation Specialist	MBU – Management

75242	Rosemarie Stewart	Human Resource Officer	MBU – Management
31150	Rowan Small	Project Officer	MBU – Management
30748	Rudolph Forsythe	Manager-Losses	MBU – Management
30542	Rudolph Stevens	Manager-Revenue Security Operations	MBU – Management
31147	Ruel Barnett	Key Account Executive	MBU – Management
30752	Ruthlyn Johnson	Customer Service Area Manager	MBU – Management
31101	Ryan Lattery	Protection and Control Engineer	MBU – Management
30962	Ryan McPherson	Specialist Engineer-Transmission & Distribution	MBU – Management
75708	Ryan Rattray	EHS Officer	MBU – Management
49980	Shane Brown	Manager-System Protection	MBU – Management
31013	Shane Montaque	Specialist Engineer – Generation Asset Management	MBU – Management
30949	Shanique Donaldson	Area Manager – Customer Experience	MBU – Management
30867	Sharlene Chunnu-Brown	Manager-Risk and Insurance	MBU – Management
31165	Sharmica Holness	Key Account Executive	MBU – Management
75253	Shaun Birch	Digital Marketing Specialist	MBU – Management
75039	Shawna Farquharson	Commissioning Engineer and Quality Management Specialist	MBU – Management
41254	Shenee Tabannah	Officer-Brand Experience & Special Projects	MBU – Management
31168	Sheryl Davis	Key Account Executive	MBU – Management
31153	Sheryl Morris	Corporate Planner	MBU – Management
30898	Simon Jackson	Manager-Operations	MBU – Management
31177	Simone Chisholm	Key Account Executive	MBU – Management
31137	Simoneese Williams	Key Account Executive	MBU – Management
48853	Sonia Johnson	Buyer	MBU – Management
31071	Sophia Nash	Business Support Analyst	MBU – Management
31068	Stacey Passley-Brown	Customer Service Manager – Community Renewal	MBU – Management
30461	Steve Windross	Manager – Engineering Projects	MBU – Management
75655	Sudian Suckram	Project Analyst	MBU – Management
49409	Suzette Williams	Accountant - Accounts Payable	MBU – Management
75057	Tanya Hylton	Engineer – Transmission and Distribution	MBU – Management
31164	Tanya Williams	Key Account Executive	MBU – Management
75277	Terrie-Ann Bennett	Network Specialist	MBU – Management
30776	Thessa Smith	Manager- Environment, Health and Safety	MBU – Management
75460	Timain Campbell	Accountant – Tax Compliance and Bank Reconciliations	MBU – Management
30974	Tricia Dorman	Manager – Financial Reporting	MBU – Management
31052	Troy Allen	Logistic Officer – Region West	MBU – Management
49985	Uton Tobin	Standard Engineer (Specialist)	MBU – Management
30838	Venice Larmond-Reid	Human Resource Officer	MBU – Management

30721	Volton Campbell	Manager – Business Development Projects	MBU – Management
30947	Wayne Jackson	Manager- Area Central Operations	MBU – Management
31074	Wilton McTyson	Operations Engineer	MBU – Management
31093	Yenoh Wheatle	Senior Power System Engineer	MBU – Management