

# INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 23/2020

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SETTLEMENT OF DISPUTE

BETWEEN

MANCHESTER CLUB

AND

JANICE WRIGHT

AND THE

*AWARD*

I.D.T. DIVISION

<b>HON. MRS. JUSTICE MARJORIE COLE-SMITH (Retd.)</b>	<b>-</b>	<b>CHAIRMAN</b>
<b>MR. ERROL BECKFORD</b>	<b>-</b>	<b>MEMBER</b>
<b>MRS. CHELSE SHELLIE-VERNON</b>	<b>-</b>	<b>MEMBER</b>

SEPTEMBER 24, 2021



**INDUSTRIAL DISPUTES TRIBUNAL**

**AWARD**

**IN RESPECT OF**

**AN INDUSTRIAL DISPUTE**

**BETWEEN**

**MANCHESTER CLUB  
(THE COMPANY)**

**AND**

**JANICE WRIGHT  
(THE DISMISSED WORKER)**

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**REFERENCE:**

By letter dated November 19, 2020, 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 Manchester Club on the one hand, and Janice Wright on the other hand, over her claim for outstanding vacation leave pay for the period 2000 to 2012.”*



## **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
Mr. Errol Beckford	-	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. Seymour Stewart	-	Attorney-at-Law
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The **Dismissed Worker** was represented by:

Mr. John Junor	-	Attorney-at-Law
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### **In attendance**

Ms. Janice Wright	-	Dismissed Worker
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## **SUBMISSIONS AND SITTINGS:**

By letter dated December 11, 2020, the Attorney representing the Dismissed Worker, Ms. Janice Wright wrote to the Tribunal informing us that he received communication from the Attorney representing the Company inviting discussions with a view to settling the matter, and therefore requested to return to the local level. This was confirmed by the Company and the request was granted. By letter dated January 25, 2021 the Tribunal wrote to the parties requesting an update as to the status of the local level discussions. The Tribunal, despite being verbally informed by the Dismissed Worker's Representative that the parties had arrived at a settlement was not furnished with same and as such May 17, 2021 was scheduled for hearing into the matter.

At the 1<sup>st</sup> sitting of the Tribunal on May 17, 2021, the Tribunal was informed by the Dismissed Worker's Representative that the parties had reached a settlement and was in the process of drafting the agreement. Consequently, June 7, 2021 was set for hearing to continue should the parties fail to finalize settlement/agreement. It is to be noted that the Company was not present at this sitting.

On June 7, 2021, the parties advised the Tribunal that the agreement was being finalized.

## **REPORT TO THE TRIBUNAL:**

By letter dated September 9, 2021, the Attorney representing Ms. Wright wrote to the Tribunal and enclosed Heads of Agreement arrived at between the parties disclosing the settlement of the dispute.

## **THE AWARD:**

The attached Heads of Agreement dated August 12, 2021 executed under the Signature of all parties to this dispute constitutes the Award.

DATED THIS 24 DAY OF SEPTEMBER 2021.



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Justice Marjorie Cole-Smith (Retd.)  
Chairman



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Errol Beckford  
Member



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Chelsie Shellie-Vernon  
Member



Witness:



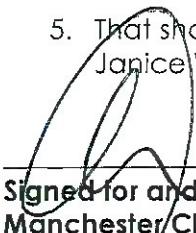
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Royette Creary (Miss)  
Secretary to the Division

HEADS OF AGREEMENT ARRIVED AT ON THE 12<sup>th</sup> DAY OF ~~August~~ 2021 BETWEEN  
MANCHESTER CLUB ND JANICE WRIGHT

The parties have agreed that:

1. Janice Wright will be paid Seven Hundred Thousand Dollars by October 15, 2021.
2. The payment will be broken down as follows:
  - i. \$350,000.00 on or before July 31, 2021
  - ii. \$350,000.00 on or before October 31, 2021
3. Manchester Club will remit to Knight, Junor & Samuels Attorneys-at-Law the settlement sum and delivery of the same cheque to Knight, Junor & Samuels constitutes delivery to Janice Wright.
4. The same represents full and final settlement of Janice Wright's claim against Manchester Club concerning all or any claims relating to her employment.
5. That should Manchester Club breach the terms of this agreement, then Janice Wright reserves the right to seek interest and legal cost on the same.

  
Signed for and on behalf of  
Manchester Club

  
Witness

  
Signed for and on behalf of  
Janice Wright

  
Witness

