

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No: IDT 24/2024

SETTLEMENT OF DISPUTE

BETWEEN

MINOTT EQUIPMENT & CHEMICALS LIMITED

AND

ADRIAN VANWHERVIN

AWARD

I.D.T. DIVISION

MR. DONALD ROBERTS, C.D., J.P.	-	CHAIRMAN
MR. ERROL BECKFORD	-	MEMBER
DR. DENESE MORRISON, J.P.	-	MEMBER

APRIL 9, 2025



INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

MINOTT EQUIPMENT & CHEMICALS LIMITED

(THE COMPANY)

AND

ADRIAN VANWHERVIN

(AGGRIEVED WORKER)

REFERENCE

The Hon. Minister of Labour and Social Security, by letter dated August 29, 2024, has referred to the Industrial Disputes Tribunal ("the Tribunal") for settlement the dispute between **Minott Equipment & Chemicals Limited** and **Adrian Vanwhervin** in accordance with Section 11A (1)(a)(i) of the Labour Relations and Industrial Disputes Act, 1975 ("the Act"), with the following Terms of Reference:

"To determine and settle the dispute between Minott Equipment & Chemicals Limited on the one hand, and Adrian Vanwhervin on the other hand, over the termination of his employment."

DIVISION

The division of the Tribunal selected in accordance with Section 8(2)(c) of the Act to deal with the matter comprised:

Mr. Donald Roberts, C.D., J.P.	-	Chairman
Mr. Errol Beckford	-	Member, Section 8(2)(c)(ii)
Dr. Denese Morrison, J.P.	-	Member, Section 8(2)(c)(iii)

REPRESENTATIVES OF THE PARTIES

The **Company** was represented by:

Mr. Lemar Neale	-	Attorney-at-Law
Mrs. Mileydi Minott	-	Chief Executive Officer
Mrs. Tamara Taylor-Gordon	-	Chief Operating Officer

The **Aggrieved worker** was represented by:

Mrs. Laura Williams-Gallier	-	Industrial Relations Consultant
-----------------------------	---	---------------------------------

In Attendance

Mr. Adrian Vanwhervin	-	Aggrieved Worker
-----------------------	---	------------------

SUBMISSIONS AND SITTINGS

1. The Tribunal received Briefs from both parties outlining the salient issues in respect of their cases. At the first sitting held on November 19, 2024, the Company made its Opening Submission, setting out the circumstances surrounding its decision to terminate the services of Mr. Vanwhervin. Counsel for the Company, however, indicated their willingness to re-engage in another mediation session with the representative of the Aggrieved Worker. Mrs. Gallier, on behalf of the Aggrieved Worker, in an email to the Tribunal dated January 23, 2025, confirmed that her client would be open to mediation with the assistance of the Tribunal.
2. At the third sitting held on January 29, 2025, the parties were advised that Tribunal Member, Mr. Paul Hines would facilitate the discussions and report back to the Panel as quickly as possible on the status of the mediation.



[Handwritten signature] 2

PARTIES' RESPONSE

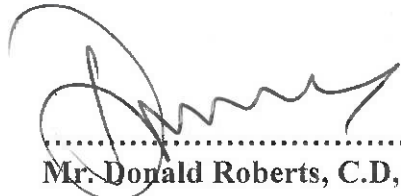
3. On February 26, 2025, Mrs. Laura Williams-Gallier, Industrial Relations Consultant at Prime Employee Advisors, representing Mr. Vanwhervin, advised the Tribunal by email that the matter between her client and Minott Equipment & Chemicals Limited has been settled. On February 28, 2025, the Tribunal then wrote to Ms. Ashley Mair from Mayhew Law, the Attorney representing the Company informing her of the email from Mrs. Gallier. By letter dated March 19, 2025, Ms. Symone Mayhew, KC, confirmed that the matter has been settled between the parties.


AWARD


4. The email of February 26, 2025 and the letter of March 19, 2025, herein attached, reflect the full participation of both parties in a settlement agreement. Accordingly, the Tribunal will discontinue proceedings and record the settlement in the form of an Award.

DATED THIS 9th DAY OF APRIL, 2025




.....
Mr. Donald Roberts, C.D, J.P.
Chairman


.....
Mr. Errol Beckford
Member


.....
Dr. Denese Morrison, J.P.
Member

Witness:


.....
Ms. Tasha Pearce

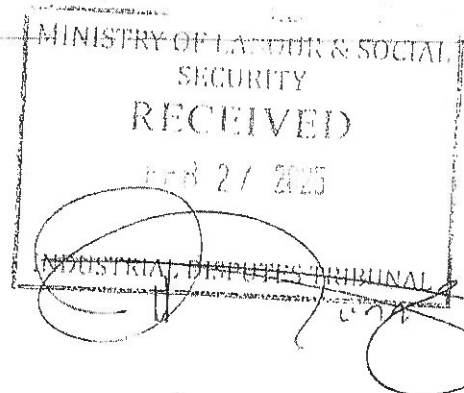
Secretary to the Division (Actg.)

Re: Minott Equipment & Chemical vs. Adrian Vanwhervin

From Laura Gallier <laura.gallier@yahoo.com>

Date Wed 2/26/2025 3:47 PM

To MLSS IDT <mlssidt@mlss.gov.jm>



Good Afternoon Mr. Ling,

I hope this message finds you well.

I am writing to officially notify the Industrial Disputes Tribunal that the matter between Mr. Vanwhervin and Minott Equipment and Chemicals Ltd has been settled. The payment of \$1,200,000.00 has been made to Mr. Vanwhervin, as agreed upon.

I would like to take this opportunity to express my gratitude to you and the IDT board for your support and assistance in facilitating the resolution of this matter. Your involvement has been invaluable.

Thank you once again for your attention to this case.

Best regards,
Mrs. Laura Williams-Gallier
Industrial Relations Consultant
Prime Employee Advisors
876 389 9791

On Tuesday, January 28, 2025 at 07:40:41 AM EST, Laura Gallier <laura.gallier@yahoo.com> wrote:

Good morning Mr. Ling,
I appreciate the IDT's assistance on this matter.
We are proposing Feb 6.2025 at 10am, If not, the parties involved can suggest another date, if they choose.

Best regards
Mrs. Gallier
Sent from my iPhone

On 27 Jan 2025, at 12:11 PM, MLSS IDT <mlssidt@mlss.gov.jm> wrote:

Dear Mrs. Williams-Gallier,

Please see attached as per subject matter

Regards,
Mario Ling
Assistant Secretary

March 19, 2025

Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10

Attention: Tasha Pearce

Dear Madam,

Re: Reference No. IDT 24/2024

**Dispute between Minott Equipment & Chemicals Limited and Adrian
Vanwhervin over the termination of his employment**

In reference to your correspondence dated February 28, 2025, we write to confirm that the matter has been settled between both parties. Consequently, you may proceed to close your file.

Yours faithfully,
MAYHEWLAW

for 
SYMONE MAYHEW, KC

