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INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 11/2020

SETTLEMENT OF DISPUTE

BETWEEN

TASTEE LIMITED

AND

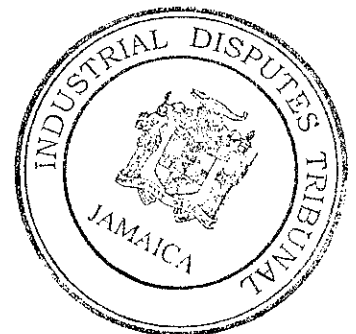
MS. NICOLE ANDERSON

AWARD

I.D.T. DIVISION

MR. ERROL MILLER, JP	-	CHAIRMAN
MR. ERROL BECKFORD	-	MEMBER
MR. FREDRICK EVANS	-	MEMBER

MARCH 9, 2021



IDT 11/2020

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**TASTEE LIMITED
(THE COMPANY)**

AND

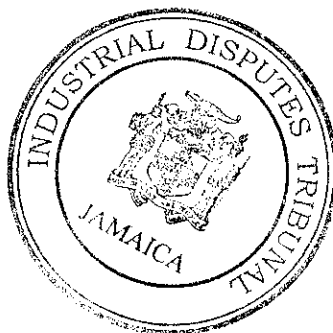
**MS. NICOLE ANDERSON
(THE AGGRIEVED)**

REFERENCE:

By letter dated July 1, 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 Taste Limited on the one hand, and Ms. Nicole Anderson on the other hand, over the termination of her employment."



[Handwritten signature]

DIVISION:

The division of the Tribunal which was selected in accordance with Section 8(2) (c) of the Act comprised:

Mr. Errol Miller, 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:

Mr. Paul Tai	-	Attorney-at-Law
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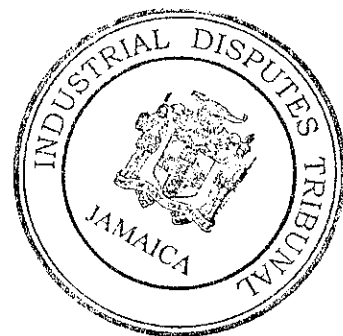
The **Aggrieved** was represented by:

Mr. Howard Duncan	-	Industrial Relations Consultant
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SUBMISSIONS AND SITTINGS:

The original division selected to hear the dispute comprised:

Mr. Rudyard Spencer, CD	-	Chairman
Mr. Errol Beckford	-	Member, Section 8(2) (c) (ii)
Mr. Fredrick Evans	-	Member, Section 8(2) (c) (iii)



Mr. Rudyard Spencer, CD became incapacitated and so Mr. Errol Miller was subsequently selected to chair the division.

A Brief was submitted by the Aggrieved and a date was scheduled for sitting to be held on September 8, 2020. However, before the scheduled date for the sitting, a telephone call was received from the Aggrieved's representative, Mr. Howard Duncan, advising the Tribunal that the dispute was settled at the local level. This was confirmed in a subsequent email from Mr. Duncan, dated September 10, 2020.

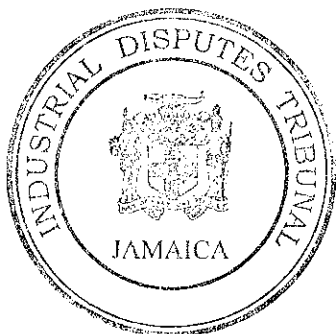
REPORT TO THE TRIBUNAL:

By a Release and Discharge dated August 3, 2020, signed by the Aggrieved, Ms. Nicole Anderson, and witnessed by her representative, Mr. Howard Duncan, the Tribunal was informed that the amount for the settlement reached is to be kept confidential.

AWARD:

It is the terms of the final settlement, as manifested in the confidential Release and Discharge dated August 3, 2020, that constitutes the Tribunal's Award.

DATED THIS 9th DAY OF MARCH 2021.



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Mr. Errol Miller, JP
Chairman

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Mr. Errol Beckford
Member

.....
Mr. Fredrick Evans
Member

Witness:

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Nicola Smith Marriott (Ms)
Secretary to the Division