

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 11/2025

SETTLEMENT OF DISPUTE

BETWEEN

UC RUSAL ALUMINA JAMAICA LIMITED
(WINDALCO)

AND

UNION OF CLERICAL ADMINISTRATIVE AND
SUPERVISORY EMPLOYEES (UCASE)

AND THE

AWARD

I.D.T. DIVISION

MR. BINDLEY SANGSTER, O.D.	-	CHAIRMAN
MRS. JACQUELINE IRONS, J.P.	-	MEMBER
MR. PAUL HINES	-	MEMBER

FEBRUARY 27, 2026

IDT 11/2025

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

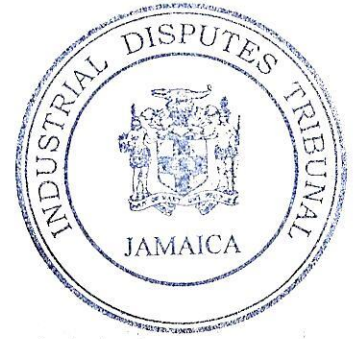
AN INDUSTRIAL DISPUTE

BETWEEN

UC RUSAL ALUMINA JAMAICA LIMITED (WINDALCO)
(THE COMPANY)

AND

UNION OF CLERICAL ADMINISTRATIVE AND
SUPERVISORY EMPLOYEES (UCASE)
(THE UNION)



REFERENCE:

By letter dated April 8, 2025, 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 were as follows:

"To determine and settle the dispute between UC Rusal Alumina Jamaica Limited (Windalco) on the one hand, and the Union of Clerical Administrative and Supervisory Employees (UCASE) on the other hand, over the termination of the employment of Christopher Thompson."

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. Bindley Sangster, O.D. - Chairman
- Mrs. Jacqueline Irons, J.P. - Member, Section 8(2) (c) (ii)
- Mr. Paul Hines - Member, Section 8(2) (c) (iii)

REPRESENTATIVES OF THE PARTIES:

The **Company** was represented by:

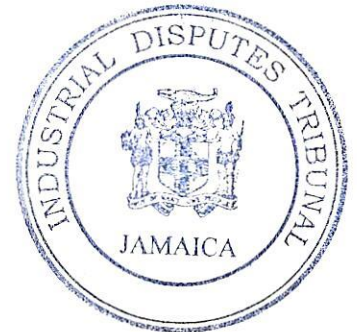
- Ms. Kelly Wong - Attorney-at-Law
- Ms. Sophronia Biggs - Attorney-at-Law
- Mr. Glendon Johnson - Director of Human Resources

The **Union** was represented by:

- Mr. Vincent Morrison - President
- Mr. Garth Cheese - Chief Delegate
- Mr. Michael Moore - Delegate

In attendance was:

- Mr. Christopher Thompson - Dismissed Worker



SITTINGS AND SUBMISSIONS:

1. Briefs were submitted by both parties and four (4) sittings were held between August 27, 2025 and September 30, 2025. During this period, the Chairman consistently encouraged the parties to try and resolve the matter at the local level.

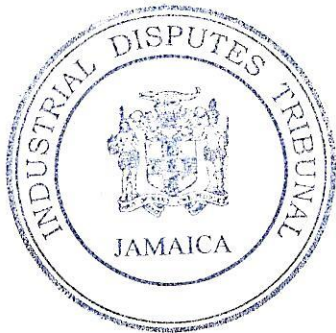
REPORT TO THE TRIBUNAL:

2. By letter dated January 9, 2026, the Company wrote to the Tribunal informing us that the dispute has been settled. This was confirmed by letter dated January 19, 2026 from the Union.

THE AWARD:

3. The parties having settled the dispute at the local level without the assistance of the Tribunal have by way of letters dated January 9, 2026 and January 19, 2026 (copies of which are attached) informed the Tribunal of the settlement. It is that settlement which constitutes the Award.

DATED THIS 27th DAY OF FEBRUARY 2026



.....
Mr. Bindley Sangster, O.D.
Chairman

.....
Mrs. Jacqueline Irons, J.P.
Member

.....
Mr. Paul Hines
Member

Witness:

.....
Royette Creary (Miss)
Secretary to the Division

BY EMAIL & BEARER

January 9th, 2026

Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10

Attention: Ms. Royette Creary

Dear Sirs:

Re: IDT 11/2025 - Dispute between UC Rusal Alumina Jamaica Limited (WINDALCO) and the Union of Clerical Administrative and Supervisory Employee (UCASE) over the termination of the employment of Christopher Thompson

We refer to the above-captioned matter and previous correspondence in respect of same.

The writer is pleased to advise that since the direction from the Tribunal to consider the possibility of an agreed resolution to this matter, this dispute has been settled by the parties via negotiation at the local level.

The terms of the settlement have been set out in a confidential Release and Discharge which was executed by Mr. Christopher Thompson on December 12, 2025, and the Tribunal may therefore treat this matter as closed.

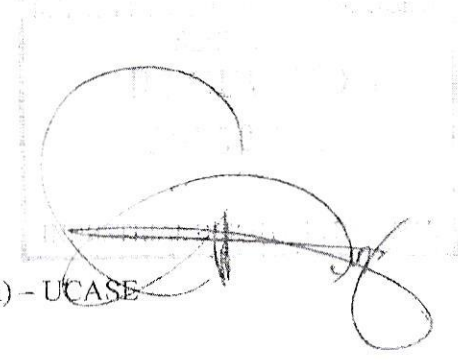
Yours faithfully,
LIVINGSTON, ALEXANDER & LEVY

Per:


KELLEY C. WONG

(For and on behalf of UC Rusal Alumina Jamaica Limited)

Copy - Mr. Vincent Morrison (Representative for Christopher Thompson) - UCASE
Mr. Glendon Johnson - UC Rusal Alumina Jamaica Limited



PARTNERS

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Basil A. Parker
Annette Francis Barnett
Tana'ania Small Davis, K.C.
Daniella R. Gentles-Silvera, K.C.
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and Supervisory Employees

20 West Kings House Road, Kingston 10, Jamaica, W.I.

Tel: (876) 631-5876 Fax Only: (876) 622-1737 Email: ucase2015@gmail.com

President:
Vincent Morrison

General Secretary
John Levy

Vice Presidents:
Garth Cheese, Markland Brown

January 19, 2026

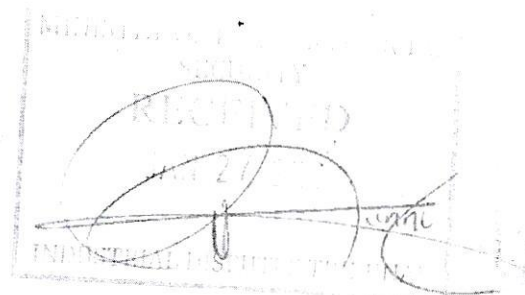
IDT 11/2025

The Secretary
Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10

Attention: Ms. Royette Creary

Good Day:

Re: Dispute between UC Rusal Alumina Jamaica Limited (WINDALCO) and the Union of Clerical Administrative and Supervisory Employee (UCASE) over the termination of the employment of Christopher Thompson



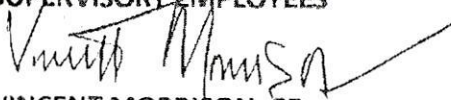
Reference is made to the caption.

We are pleased to inform you that the parties to the matter at caption have amicably reached a settlement of the matter during local level discussion.

We must express our gratitude to the Tribunal for allowing us the opportunity to deal with the matter at the local level.

Yours truly,

**UNION OF CLERICAL ADMINISTRATIVE &
SUPERVISORY EMPLOYEES**


VINCENT MORRISON, CD.

PRESIDENT

cc Mrs. Kelley C. Wong-Henry, Partner, Livingston, Alexander & Levy
Mr. Glendon Johnson, HR Director, U C Rusal Alumina Jamaica Limited
Mr. Christopher Thompson