

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 14/2018

SETTLEMENT OF DISPUTE

BETWEEN

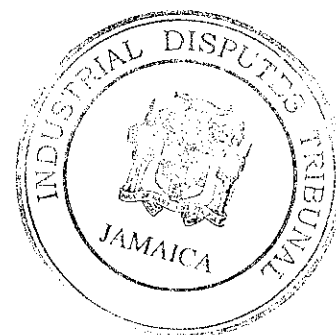
Y.P. SEATON & ASSOCIATES COMPANY LIMITED

AND

MR. BERNARD SPENCE

AWARD

I.D.T. DIVISION



MR. CHARLES JONES, CD, JP	-	CHAIRMAN
MR. ERROL BECKFORD	-	MEMBER
MR. CLINTON LEWIS	-	MEMBER

DECEMBER 15th 2020

IDT 14/2018

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**Y.P. SEATON & ASSOCIATES COMPANY LIMITED
(THE COMPANY)**

AND

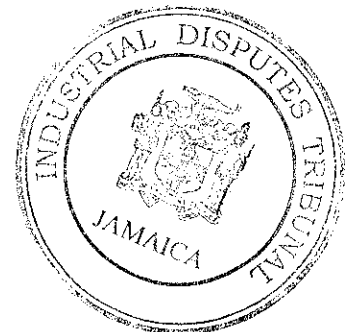
**MR. BERNARD SPENCE
(THE AGGRIEVED)**

REFERENCE:

By letter dated April 19, 2018, the Honourable Minister of Labour and Social Security pursuant to Section 11A(1)(a)(i) of the Labour Relations and Industrial Disputes Act of 1975 (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 Y.P. Seaton & Associates Company Limited on the one hand and Mr. Bernard Spence on the other hand over the termination of his employment."



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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. Charles Jones, CD, JP - Chairman
- Mr. Errol Beckford - Member, Section 8(2) (c) (ii)
- Mr. Clinton Lewis - Member, Section 8(2) (c) (iii)

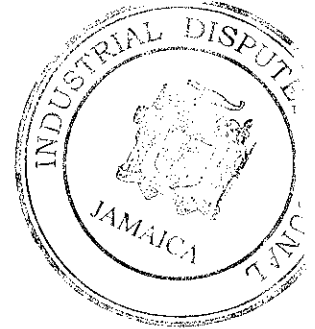
REPRESENTATIVES OF PARTIES:

The **Company** was represented by:

- Ms. Karen E. R. Dabdoub - Attorney-at-Law

The **Aggrieved** was represented by:

- Ms. Kerona Spence - Attorney-at-Law



SUBMISSIONS AND SITTINGS:

Briefs were submitted by both parties and four (4) sittings held on July 30, 2018, October 11, 2018, February 4, 2019 and May 9, 2019. At the first sitting both parties agreed that the matter could be resolved at the local level. They were granted additional time to talk and October 11, 2018 was set for the parties to return. The parties failed in their attempt to settle, however, at the second sitting they were encouraged by the Tribunal to have further discussions. At the fourth sitting, both parties informed the Chairman that they were in an advanced stage in their talks. They were asked to advise the Secretary of the Division by the end of May 2019, if they arrived at a settlement.

REPORT TO THE TRIBUNAL:

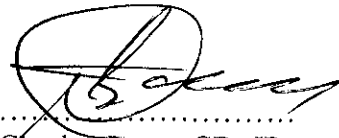
By letter dated October 2, 2020, signed by both parties to the dispute, the Tribunal was informed that the matter had been settled. The parties had decided to keep the terms of the agreement confidential.

AWARD:

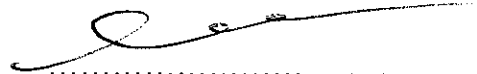
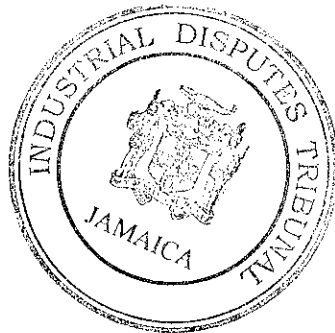
The parties, having settled the dispute at the local level without the involvement of the Tribunal, and having by way of letter dated October 2, 2020 signed jointly by them (a copy of which is attached) informed the Tribunal of the settlement.

It is the terms of the settlement arrived at by the parties, which they have requested be kept confidential, that constitutes the Tribunal's Award.

DATED THIS 15th DAY OF DECEMBER 2020.



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Mr. Charles Jones, CD, JP
Chairman

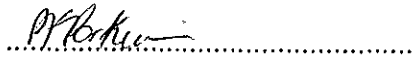


.....
Mr. Errol Beckford
Member



.....
Mr. Clinton Lewis
Member

Witness:



.....
Phillippa Parkinson (Ms.)
Secretary to the Division

Dabdoub, Dabdoub & Co.
Attorneys-At-Law

lcl

*A.J. Dabdoub, C.D
**Jafil S. Dabdoub, B.Sc, J.D.
(also of the Florida Bar)

*** Karen E. R. Dabdoub, J.D.
(also of the Florida Bar)

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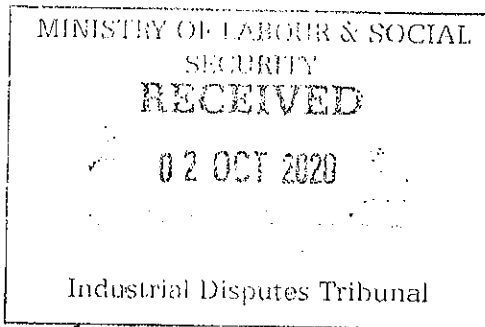
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October 2, 2020

Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10.

Attention: Ms. Philippa Parkinson

Dear Madam,

Re: Dispute between Y. P. Seaton & Associates Company Limited and Bernard Spence

We refer to the captioned matter.

This letter serves to advise that the parties, Y. P. Seaton & Associates Company Limited and Bernard Spence, represented by Karen E. R. Dabdoub of Dabdoub, Dabdoub & Co. and Mr. Charles Williams of C & C Williams & Associates, respectively, have amicably settled the captioned dispute. As part of the settlement, the parties have agreed to keep the terms thereof confidential.

Kindly acknowledge receipt of this correspondence by signing the copy letter attached hereto and please be good enough to confirm that the aforementioned has been recorded by the Tribunal.

Thank you in advance for your kind attention.

Yours faithfully,
DABDOUB, DABDOUB & CO.

Yours faithfully,
C & C WILLIAMS & ASSOCIATES

PER: 
KAREN E. R. DABDOUB

PER: 
CHARLES WILLIAMS

