

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 27/2024

SETTLEMENT OF DISPUTE

BETWEEN

FIRST CARIBBEAN INTERNATIONAL BANK
(JAMAICA) LIMITED

AND

MRS. ALLISON C. RATTRAY

AWARD

I.D.T. DIVISION

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

JANUARY 9, 2025



INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

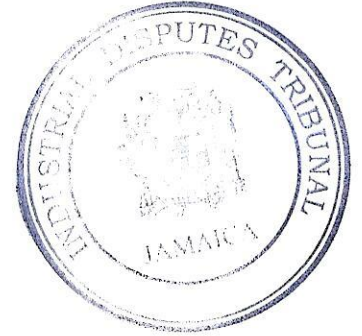
AN INDUSTRIAL DISPUTE

BETWEEN

**FIRST CARIBBEAN INTERNATIONAL BANK (JAMAICA) LIMITED
(THE COMPANY)**

AND

**MRS. ALLISON C. RATTRAY
(THE DISMISSED WORKER)**



REFERENCE:

By letter dated September 3, 2024, the Honourable Minister of Labour and Social Security in accordance with Section 11 (1) 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 First Caribbean International Bank (Jamaica) Limited on the one hand, and Mrs. Allison C. Rattray on the other hand, over her separation”.

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 - 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:

- Mr. Gavin Goffe - Attorney-at-Law
- Ms. Adalia Nembhard - Associate
- Mr. Brian Clarke - General Counsel & Group Corporate Secretary
- Mrs. Janelle Muschette-Leiba - Managing Counsel

The **Dismissed Worker** was represented by:

- Mr. Andre A. K. Earle, KC - Attorney-at-Law
- Ms. Keon Green - Attorney-at-Law

In attendance was:

- Mrs. Allison Rattray - Dismissed Worker



SUBMISSIONS AND SITTINGS:

1. The parties submitted Briefs to the Tribunal and made oral presentations. Three (3) sittings were held during the period November 12, 2024 and November 13, 2024. At the third sitting held on November 13, 2024, the parties requested to return to the local level to explore a potential settlement of the dispute. The request was granted. January 8, 9, and March 19, 20, 2025 were scheduled for hearing to continue, in the event that the parties were unable to reach a settlement.

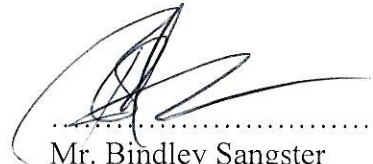
REPORT TO THE TRIBUNAL:

2. On December 30, 2024, the Tribunal received a joint letter dated December 19, 2024 informing us that the dispute has been settled. A letter dated December 18, 2024 outlining the terms of the settlement was attached.

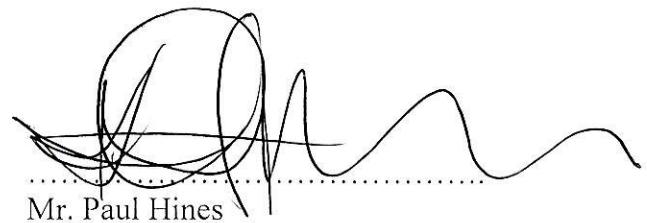
THE AWARD:

The attached letter dated December 18, 2024 outlining the terms of the settlement executed under the signature of the parties to this dispute constitutes the Award.


DATED THIS ^{1st} DAY OF JANUARY 2025


.....
Mr. Bindley Sangster
Chairman


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


.....
Mr. Paul Hines
Member

Witness:


.....
Ms. Royette Creary
Secretary to the Division



CIBC Caribbean Bank (Jamaica) Limited
PO Box 403, Head Office
23-27 Knutsford Boulevard
Kingston 5
Jamaica

Tel: 876 929-9310

December 18, 2024

Mrs. Allison Rattray
4 Armon Jones Crescent
Kingston 6

Dear Allison,

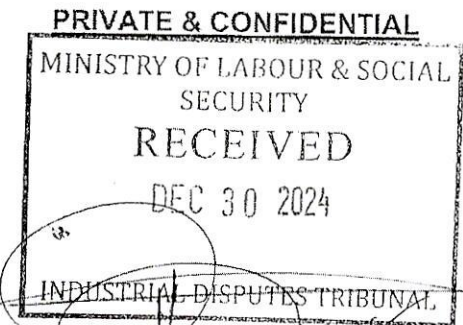
Reinstatement

The purpose of this letter is to confirm that your employment with CIBC Caribbean Bank (Jamaica) Limited ("the Bank") will be reinstated effective January 1, 2025.

The terms of your reinstatement are as follows:

- **Recognition of Previous Years of Service:** Your service to the Bank will continue uninterrupted and remains effective October 1, 1990.
- **Position:** You will be reinstated as Senior Counsel (FC10). You will report to Managing Counsel, Mrs. Janelle Muschette-Leiba.
- **Annual Compensation:** Your annual compensation remains unchanged at JMD \$16,011,582.00 (gross) effective January 1, 2025.
- **Retroactive Salary Payment:** You will be paid an amount equivalent to salary and applicable allowances for the period January 1, 2024 to December 31, 2024 (subject to tax), in January, 2025.
- **Allowances:** Your allowances will be administered in accordance with current Bank policies.
- **Vacation Entitlement:** You will be entitled to 30 days' vacation for the year 2024, which may be used at any time before March 31, 2025.
- **Pension:**
 - You elected to take early retirement. The Bank's pension fund administrator Eckler's advice in relation to your reinstatement includes the following:
 - Your pension payments will stop immediately.
 - Your pension will continue to accrue without interruption subject to compliance with the rules of the pension plan and Eckler's advice.
 - You have said that you will repay all pension and pension related payments received (net of taxes). We can discuss the best method to achieve this consistent with Eckler's advice.

All other terms and conditions of your employment will remain unchanged subject to current Bank policies.



OR

23/12/2024

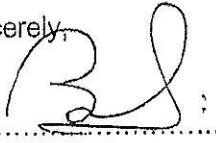
.../2

December 18, 2024

Mrs. Allison Rattray
4 Armon Jones Crescent
Kingston 6

Please indicate your agreement to be reinstated on the terms set out above by signing and returning a copy of this letter.

Yours sincerely,



.....
Brian Clarke
General Counsel & Group Corporate Secretary



.....
Allison Rattray

Date: 23/12/2024 , 2024