

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 29/2024

SETTLEMENT OF DISPUTE

BETWEEN

GRAND PALLADIUM JAMAICA RESORT AND SPA

AND

MICKEY MULLINGS

AWARD

I.D.T. DIVISION

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

JANUARY 23, 2025



INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

GRAND PALLADIUM JAMAICA RESORT AND SPA
(THE COMPANY)

AND

MICKEY MULLINGS
(THE DISMISSED WORKER)



REFERENCE:

By letter dated September 5, 2024, 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 Grand Palladium Jamaica Resort and Spa on the one hand, and Mickey Mullings on the other hand, over the termination of his employment.”

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:

- Ms. Tara Francis - Legal Officer

The **Dismissed Worker** was represented by:

- Senator Lambert Brown - Industrial Relations Consultant

In attendance was:

- Mr. Mickey Mullings - Dismissed Worker



SUBMISSIONS AND SITTINGS:

1. No Briefs were submitted to the Tribunal. At the first sitting of the Tribunal on December 4, 2024, the parties requested an extension for the submission of the Briefs. This request was granted. The parties also sought the Tribunal's assistance in facilitating a settlement. This request was also granted and December 16, 2024 was scheduled for mediation. December 17 and 18, 2024 were confirmed for hearing to continue in the event that mediation was unsuccessful.

REPORT TO THE TRIBUNAL:


2. On December 5, 2024, the Tribunal was verbally informed by the parties that the dispute had been settled and that the assistance of the Tribunal was no longer needed. A joint letter dated December 16, 2024, signed by the parties, was received on January 3, 2025, confirming the settlement.


THE AWARD:

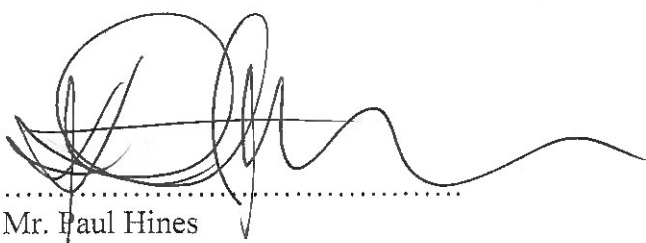
3. The parties, having settled the dispute at the local level without the assistance of the Tribunal, have by way of a joint letter dated December 16, 2024 (copy attached) informed the Tribunal of the settlement. It is that settlement which constitutes the Award of the Tribunal.

DATED THIS ²³ DAY OF JANUARY 2025





.....
Mr. Bindley Sangster
Chairman


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

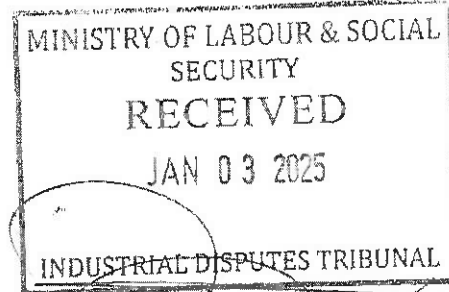

.....
Mr. Paul Hines
Member

Witness:


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

December 16, 2024.

The Secretary
Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10.



Attention: Ms. Royette Creary

Dear Sirs:

Re: Dispute between Grand Palladium Resorts and Spa and Mickey Mullings over the termination of his employment

Pursuant to your instructions to engage in further discussions regarding the above-captioned matter, we hereby confirm that the parties have resolved the issue. The terms of the settlement are confidential.

We hereby request that the Industrial Disputes Tribunal treat this matter as being settled and make no award.

We are grateful for your assistance in the matter.

Yours faithfully,

Tara Francis
Attorney-at-Law
For and on behalf of Fiesta Jamaica Limited t/a Grand Palladium Resorts & Spa

Yours faithfully,

SENATOR Lambert Brown C.D