

# INDUSTRIAL DISPUTES TRIBUNAL

Dispute No: IDT 49/2019

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## SETTLEMENT OF DISPUTE

BETWEEN

K. CHANDIRAM LIMITED T/A BIJOUX JEWELLERS

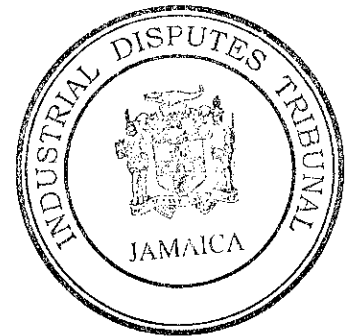
AND

MS. SEDANNE GAYLE

AND THE

***AWARD***

I.D.T. DIVISION



HON. MRS. JUSTICE MARJORIE COLE-SMITH - CHAIRMAN  
(Retd.)

MRS. JACQUELINE IRONS - MEMBER

MRS. CHELSIE SHELLIE- VERNON - MEMBER

November 20, 2020

49/2019

**INDUSTRIAL DISPUTES TRIBUNAL**

**AWARD**

**IN RESPECT OF**

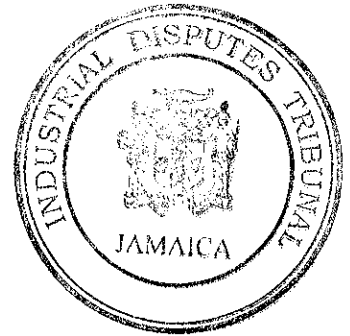
**AN INDUSTRIAL DISPUTE**

**BETWEEN**

**L. CHANDAIRAM LIMITED T/A BIJOUX JEWELLERS  
(THE COMPANY)**

**AND**

**MS. SEDANNE GAYLE  
(THE DISMISSED WORKER)**



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**REFERENCE:**

By letter dated November 22, 2019, the Honourable Minister of Labour and Social Security in accordance with Section 11A(I)(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 was as follows:

*"To determine and settle the dispute between K. Chandiram Limited t/a Bijoux Jewellers on the one hand and Ms. Sadanne Gayle on the other hand over the termination of her employment."*

By letter dated July 8, 2020, the above Terms of Reference was amended to read as follows:

*“To determine and settle the dispute between K. Chandiram Limited t/a Bijoux Jewellers on the one hand and Ms. Sedanne Gayle on the other hand over the termination of her 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:

- |  |   |                                |
|--|---|--------------------------------|
| Hon. Mrs. Justice Marjorie Cole-Smith, Retd. | - | Chairman                       |
| Mrs. Jacqueline Irons, J.P.                  | - | Member, Section 8(2) (c) (ii)  |
| Mrs. Chelsie Shellie-Vernon                  | - | Member, Section 8(2) (c) (iii) |

**REPRESENTATIVES OF THE PARTIES:**

The **Company** was represented by:

- |                  |   |                 |
|------------------|---|-----------------|
| Mr. Obiko Gordon | - | Attorney-at-Law |
| Mr. Obika Gordon | - | Attorney-at-Law |

The Dismissed Worker was represented by:

- |                  |   |                                 |
|------------------|---|---------------------------------|
| Mr. Arthur Grant | - | Industrial Relations Consultant |
|------------------|---|---------------------------------|

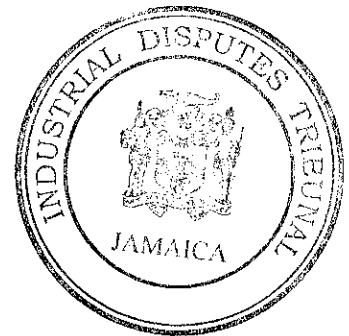
In attendance was:

- |                   |   |                      |
|-------------------|---|----------------------|
| Ms. Sedanne Gayle | - | the Dismissed Worker |
|-------------------|---|----------------------|

**SUBMISSIONS AND SITTINGS:**

Briefs were submitted by both parties and at the 2<sup>nd</sup> sitting of the Tribunal, the Representative of the Dismissed Worker indicated that they were not in agreement with the Terms of Reference and hence the matter was sent back to the Ministry of Labour for due consideration to be given to amending the Terms of Reference.

By letter dated July 8, 2020 the Terms of Reference was amended by the Honourable Minister of Labour and Social Security. At the 3<sup>rd</sup> sitting of the Tribunal, both parties requested to have further talks at the local level. The request was granted and the Tribunal adjourned to allow the



parties to have further discussions with a view to settling. Upon resumption, the Panel was informed by the parties that they have arrived at a settlement.

**REPORT TO THE TRIBUNAL**

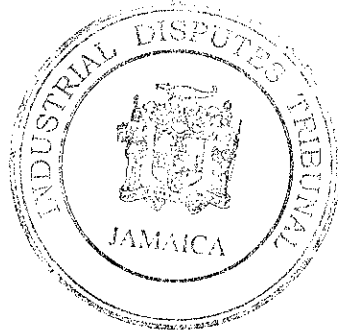
A letter dated October 23, 2020 over the signatures of the Representatives of both parties was submitted to the Tribunal disclosing the settlement of the dispute.

**AWARD:**

The attached letter of agreement dated October 23, 2020 executed under the Signatures of the parties representatives to this dispute constitutes the Award.

DATED THIS <sup>20<sup>th</sup></sup> DAY OF NOVEMBER 2020

Justice Marjorie Cole-Smith (Retd.)  
Chairman



Jacqueline Irons, J.P.  
Member

Chelsie Shellie-Vernon  
Member

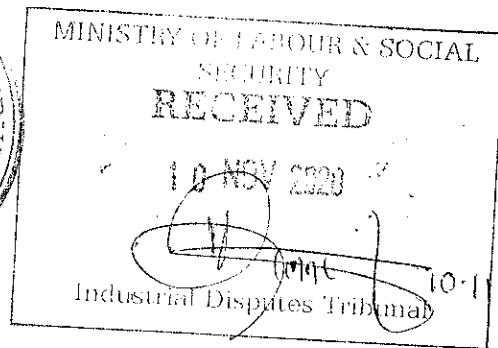
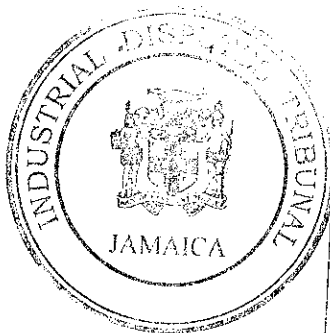
Witness:

Royette Creary (Miss)  
Secretary to the Division

**From the Desk of Arthur Grant  
Industrial Relations Consultant  
P.O. BOX 131, Crossroads P.O., Kingston  
arthurgrant.ag@gmail.com  
Telephone: 1(876)221-2211**

October 23, 2020

The Secretary  
Industrial Disputes Tribunal  
4 Ellesmere Road  
Kingston 10  
Jamaica



**Attention: Miss Royette Creary**

Dear Sirs:

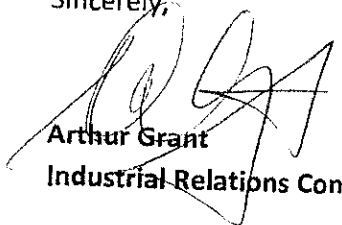
**Re: Dispute between Mrs. Sedanne Gayle and K. Chandiram Limited t/a Bijoux Jewellers over the Termination of her employment.**

We write to advise that the captioned matter has been settled between the parties and you may endorse your records to indicate this fact.

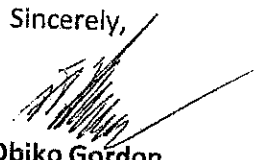
It was agreed that Mrs. Sedanne Gayle will be paid a total of **One Million and Twenty Thousand Dollars (\$1,020,000.00)** in full settlement.

We use this opportunity to thank the Ministry of Labour and the Industrial Disputes Tribunal for the tireless efforts to have the matter resulted.

Sincerely,

  
**Arthur Grant  
Industrial Relations Consultant**

Sincerely,

  
**Obiko Gordon  
Attorney for K. Chandiram t/a Bijoux Jewellers**