

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 16/2023

SETTLEMENT OF DISPUTE

BETWEEN

MEDICAL AND IMMUNO DIAGNOSTIC LABORATORY LTD.

AND

ELIZABETH WRIGHT-BROWN

AWARD

I.D.T. DIVISION

MRS. SHARON ANDERSON	-	CHAIRMAN
MRS. JACQUELINE IRONS, J.P.	-	MEMBER
MR. PAUL HINES	-	MEMBER

MAY , 2024

INDUSTRIAL DISPUTES TRIBUNAL
AWARD
IN RESPECT OF
AN INDUSTRIAL DISPUTE
BETWEEN
MEDICAL AND IMMUNO DIAGNOSTIC LABORATORY LTD.
(THE COMPANY)
AND
ELIZABETH WRIGHT-BROWN
(THE AGGRIEVED WORKER)

REFERENCE:

By letter dated May 9, 2023, the Honourable Minister of Labour and Social Security, pursuant to Section 11A (1) (a) (i) of the Labour Relations and Industrial Disputes Act, 1975 ("the Act") referred to the Industrial Disputes Tribunal ("Tribunal") for settlement, the dispute between **Medical and Immuno Diagnostic Laboratory Ltd. and Elizabeth Wright-Brown** with the following Terms of Reference: -

"To determine and settle the dispute between Medical and Immuno Diagnostic Laboratory Ltd. on the one hand, and Elizabeth Wright-Brown 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:

Mrs. Sharon Anderson	-	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. Michael Howell	-	Attorney-at-Law
Mr. Eunice Griffiths	-	Managing Director
Ms. Janet Simpson	-	Attorney-at-Law



The **Aggrieved Worker** was represented by:

Senator Lambert Brown	-	Industrial Relations Consultant
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In attendance was:

Mrs. Elizabeth Wright-Brown	-	Aggrieved Worker
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SUBMISSIONS AND SITTINGS:

1. The parties submitted briefs to the Tribunal and the Company made oral presentations. Eight (8) sittings were held during the period August 31, 2023 and May 1, 2024. Prior to the seventh sitting on April 23, 2024, the Tribunal was advised (orally) that an agreement was in the making between the parties at the local level that would be presented on the final sitting.

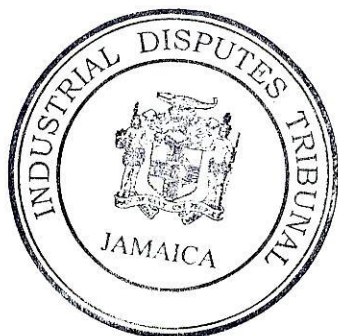
REPORT OF THE TRIBUNAL:

2. At the final sitting of the Tribunal on May 1, 2024, Senator Lambert Brown presented the jointly signed Settlement Agreement to the panel and along with the Company's Attorney, Mr. Michael Howell expressed gratitude for the assistance provided.

THE AWARD:

3. The parties arrived at a Settlement Agreement jointly signed dated May 1, 2024 (copy attached) which states the terms and conditions and this constitutes the award of the Tribunal.

DATED THIS 14 DAY OF MAY 2024



.....
Mrs. Sharon Anderson
Chairman

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

.....
Mr. Paul Hines
Member

Witness:

.....
Mr. Mario Ling
Acting Secretary to the Division

SETTLEMENT AGREEMENT

This Agreement is made on the 1st day of May 2024 between **Elizabeth Wright** and **Medical and Immuno Diagnostic Laboratory Limited** of 103 ½ Hagley Park Road, Kingston 11 in the parish of Saint Andrew regarding dispute between Medical and Immuno Diagnostic Laboratory Ltd and Elizabeth Wright Brown over termination of her employment currently before the Industrial Disputes Tribunal.


That **Medical and Immuno Diagnostic Laboratory Ltd**, in order to resolve the dispute which has arisen between it and Elizabeth Wright-Brown without further litigation and the associated costs, agrees to pay a total of **Nine Hundred Thousand Dollars (\$900,000.00)** in the following manner:

1. **Five Hundred Thousand Dollars (\$500,000.00)**, shall become due and payable on May 10, 2024 to Elizabeth Wright-Brown by **Medical and Immuno Diagnostic Laboratory Ltd** followed by four equal monthly installments of One Hundred Thousand Dollars (\$100,000.00) each terminating September 10, 2024.

2. Elizabeth Wright-Brown agrees to indemnify and forever hold **Medical and Immuno Diagnostic Laboratory Ltd** harmless against loss from any and all further claims, demands, and actions in law by any taxing authority with respect to the allocations and payments set forth in this Agreement, including, but not limited to, claims, demands, or actions involving the payment or withholding of tax payments, including interest or penalties.

It is further agreed that this agreement represents a formal award made by the Industrial Dispute Tribunal

Signed by the said
Elizabeth Wright-Brown
in the presence of


.....
Elizabeth Wright-Brown

TRN.....


.....
Witness –


Signed by the said
Medical and Immuno Diagnostic Laboratory Ltd

Eunice Griffiths -Director


.....
Eunice Griffiths

in the presence of

TRN.....


.....
Witness –

