

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 6/2024

SETTLEMENT OF DISPUTE

BETWEEN

THE CAPTAIN'S BAKERY LIMITED

AND

MARIE SMALL

AND THE

AWARD

I.D.T. DIVISION

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

APRIL 30, 2024

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**THE CAPTAIN'S BAKERY LIMITED
(THE COMPANY)**

AND

**MARIE SMALL
(THE AGGRIEVED WORKER)**



REFERENCE:

By letter dated February 6, 2024, the Honourable Minister of Labour and Social Security in accordance with 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 The Captain's Bakery Limited on the one hand, and Marie Small 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:

Mrs. Patrice Johns	-	Senior Manager
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The **Aggrieved Worker** was represented by:

Mr. Howard Duncan	-	Industrial Relations Consultant
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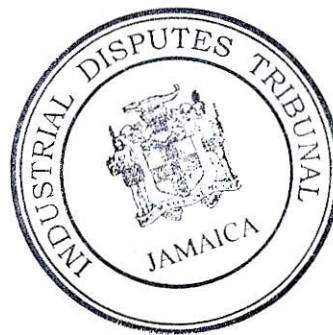
SUBMISSIONS:

A Brief was submitted by the Aggrieved Worker. No sitting was held.

REPORT OF THE TRIBUNAL:

By email dated April 9, 2024, Mr. Howard Duncan, the Aggrieved Representative informed the Tribunal that the parties have reached a settlement at the local level.

On April 10, 2024, a joint letter dated April 8, 2024, signed by both parties, was submitted to the Tribunal.



AWARD:

The parties having settled the dispute at the local level without the assistance of the Tribunal and have by way of joint letter dated April 8, 2024 (a copy of which is attached) informed the Tribunal of the settlement. It is that settlement which constitutes the Award.

DATED THIS 20 DAY OF APRIL 2024



.....
Mrs. Sharon Anderson
Chairman

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

.....
Mr. Paul Hines
Member

Witness:

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

HOWARD DUNCAN INDUSTRIAL RELATIPONS CONSULTANCY SERVICES
WEST PROSPECT P.A.
ST. CATHERINE TEL: 878-356-6295, 282-3915

April 8, 2024

The Secretary
Industrial Disputes Tribunal
4 Ellesmere Road
Kingston

Attention: Mrs. Maureen Kennedy

Re: Dispute between The Captain's Bakery Limited v Marie Small

We refer to the caption dispute that is scheduled for hearing on April 10, 2024.

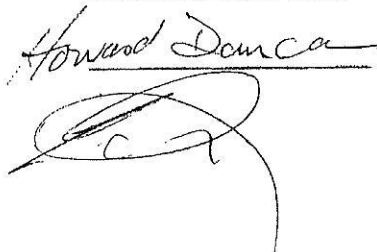
The parties at caption wishes to advise the Industrial Disputes Tribunal that an agreement was reached at the local level on April 8, 2024.

We wish to officially request that the Tribunal accept the agreement reached as closure of the said dispute before it.

We once again must thank the Tribunal for its kind consideration.

Respectfully yours,

On behalf of Marie Small



On behalf of The Captain's Bakery Limited



