

# INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 25/2018

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## SETTLEMENT OF DISPUTE

BETWEEN

ADVANTAGE GENERAL INSURANCE COMPANY  
LIMITED

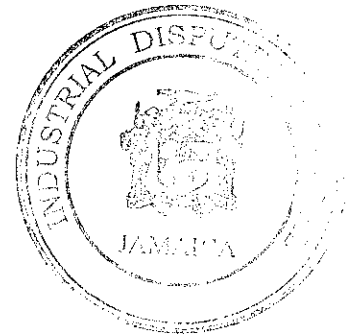
THE NATIONAL WORKERS UNION

AND

THE NCB STAFF ASSOCIATION

*AWARD*

I.D.T. DIVISION



MR. ERROL MILLER, JP	-	CHAIRMAN
MRS. JACQUELINE IRONS, JP	-	MEMBER
MRS. CHELSIE SHELLIE-VERNON	-	MEMBER

DECEMBER 14, 2020

**IDT 25/2018**

**INDUSTRIAL DISPUTES TRIBUNAL**

**AWARD**

**IN RESPECT OF**

**AN INDUSTRIAL DISPUTE**

**BETWEEN**

**ADVANTAGE GENERAL INSURANCE COMPANY LIMITED**

**THE NATIONAL WORKERS UNION**

**AND**

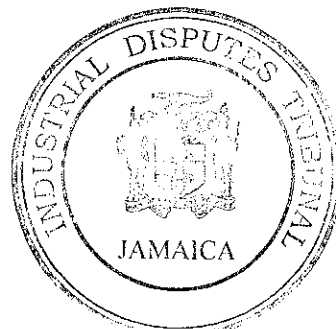
**THE NCB STAFF ASSOCIATION**

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**REFERENCE:**

By letter dated June 1, 2018, the Honourable Minister of Labour and Social Security, pursuant to Section 5(3) 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 which was amended by letter dated July 24, 2019, the industrial dispute described therein:

*"To determine and settle the dispute involving the workers employed to Advantage General Insurance Company Limited and represented by the National Workers' Union on the one hand, and the NCB Staff Association on the other hand, as respects the category of workers of whom the ballot should be taken or the persons who should be eligible to vote in the ballot to determine the Union's claim for bargaining rights dated October 10, 2017"*



**DIVISION:**

The division of the Tribunal which was selected in accordance with Section 8(2) (c) of the Act and which finally dealt with the matter comprised:

- Mr. Errol Miller, JP - Chairman
- Mrs. Jacqueline Irons, JP - 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:

- Miss Angela Robertson - Attorney-at-Law
- Miss Odia Reid - Attorney-at-Law

In attendance were:

- Mr. Euton Cummings - Senior Assistant General Manager - Group  
HR & Facilities Division
- Mr. Javier Burke - Human Resources Officer

The **National Workers Union** was represented by:

- Mr. Granville Valentine - General Secretary
- Mr. Arthur Grant - Negotiating Officer

The **NCB Staff Association** was represented by:

- Mr. Gregory Reid - Attorney-at-Law

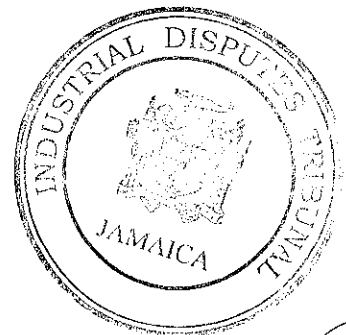
In attendance were:

- Mr. Paul Stewart - Chairman, NCB Staff Association
- Mr. Lanville Henry - 1<sup>st</sup> Vice Chairman, NCB Staff Association

**SUBMISSIONS AND SITTINGS:**

The original division selected to hear the dispute comprised:

- Mr. Dwight Nelson, OD, CD, JP - Chairman
- Mrs. Jacqueline Irons, JP - Member
- Mrs. Chelsie Shellie-Vernon - Member



On the passing of Mr. Nelson, Mr. Charles Jones was selected to chair the division, which he did at the 2<sup>nd</sup> Sitting. His appointment ended and Mr. Rudyard Spencer was selected to chair the division, which he did at the 3<sup>rd</sup> Sitting. He became incapacitated and so Mr. Errol Miller was subsequently selected to chair the division.

The Company was originally represented by Earle & Wilson, Attorneys-at-Law and subsequently by BROCARD, Attorneys-at-Law, after the 2<sup>nd</sup> Sitting.

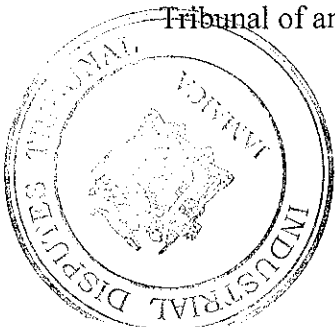
Briefs were submitted by the Company and the NCB Staff Association and oral submissions made during five (5) sittings between August 27, 2018 and December 10, 2020.

In a letter dated June 1, 2018, the Industrial Disputes Tribunal was advised by the Honourable Minister under Section 5(3) of the Labour Relations and Industrial Disputes Act, of the dispute between Advantage General Insurance Company Limited, the National Workers Union and the NCB Staff Association. The initial Terms of Reference were:

***“To determine and settle the dispute between the workers employed to Advantage General Insurance Company Limited and represented by the National Workers Union on the one hand, and the NCB Staff Association on the other hand, over the Union’s claim for representational rights and the categories of workers or persons eligible to vote in the ballot to be conducted”***

At the 1<sup>st</sup> Sitting on August 27, 2018, the National Workers Union (NWU) objected to the Terms of Reference and the Ministry was so advised. By letter dated November 12, 2018, the Tribunal was advised that it is the position of the Minister that the Terms of Reference remain as that submitted to the Tribunal by letter dated June 1, 2018.

At the 2<sup>nd</sup> Sitting of the Tribunal, the Union again objected to the Terms of Reference and the Ministry was so advised. By letter dated July 24, 2019, the Honourable Minister advised the Tribunal of an amended Terms of Reference as follows:



*“To determine and settle the dispute involving the workers employed to Advantage General Insurance Company Limited and represented by the National Workers’ Union on the one hand, and the NCB Staff Association on the other hand, as respects the category of workers of whom the ballot should be taken or the persons who should be eligible to vote in the ballot to determine the Union’s claim for bargaining rights dated October 10, 2017”*

Of the five sittings held, the NWU attended the 1<sup>st</sup> and 2<sup>nd</sup> sittings. The 4<sup>th</sup> sitting was adjourned as the NWU was absent. Consequently, the Tribunal wrote to the Union advising that if it did not attend the previously scheduled sitting on December 10, 2020, the matter would be heard *ex parte*. In spite of this advisory, the NWU was again absent from the sitting on December 10, 2020 and the Tribunal therefore proceeded to hear the matter *ex parte*.

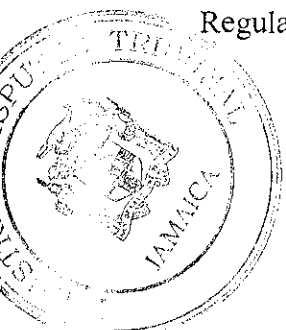
**BACKGROUND TO THE DISPUTE:**

Advantage General Insurance Company Limited (hereinafter referred to as “AGIC”) was a member of the NCB Financial Group Limited and is a general insurance underwriter.

The NCB Staff Association is a registered Trade Union established in 1977 and which is seeking bargaining rights for certain categories of employees of AGIC.

The National Workers Union (hereinafter referred to as “the NWU”) is a general trade union founded in 1952 which currently has bargaining rights for certain employees in named positions at AGIC such as Clerks, Supervisors and Typists.

According to the Briefs from the parties, the NCB Staff Association served a claim on AGIC by letter dated October 10, 2017, seeking representational rights on behalf of Supervisory, Clerical and Non-Clerical categories of employees. The matter was eventually referred to the Ministry of Labour and Social Security which advised the parties by letter dated November 21, 2017, that the NCB Staff Association had made a *prime facie* case under the Labour Relations and Industrial Disputes Act and that the Minister had decided to cause a ballot to be taken in accordance with Regulation 5(1) of the Labour Relations and Industrial Disputes Regulations. Four certified copies



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of the list of names of all Supervisory, Clerical and Non-Clerical employees were also requested from the Company, to be used as a Voters' List in the ballot to be taken.

By letter dated December 5, 2017, the Ministry advised the parties that the NWU objected to the certified list provided by the Company. As a consequence of their inability to settle the matter at the conciliatory level, the Honourable Minister referred the dispute to the Tribunal.

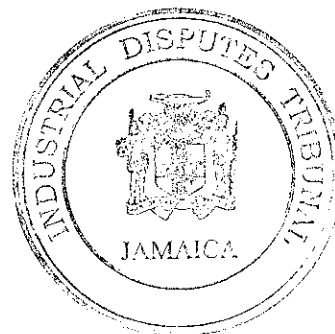
In spite of due notice of the hearings being served on the NWU, it failed to attend the last three sittings and as a consequence the Tribunal heard the matter in accordance with Section 16A of the Act which states that:

*“The Tribunal shall have the power to hear an industrial dispute referred to it for settlement, on the Tribunal being satisfied that due notice of the hearing was served on a party to the dispute notwithstanding that that party fails to appear before the Tribunal”*

In light of the changes to the initial division of the Tribunal, both the Company and the NCB Staff Association agreed that the matter be continued as if it had not been interrupted.

**SUBMISSION OF THE PARTIES:**

The parties jointly tendered before the Tribunal, a letter dated November 28, 2017, from the Permanent Secretary in the Ministry of Labour and Social Security (attached as Appendix 1), which was addressed to Mr. Paul Stewart, Chairman of the NCB Staff Association. It was agreed by the parties that the list attached to the letter is the certified Voters' List to be used in the ballot to be conducted.




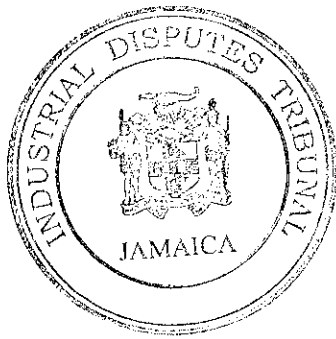
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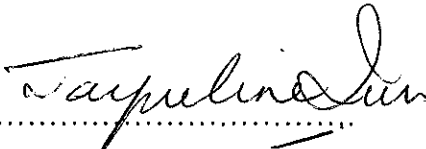
**AWARD:**

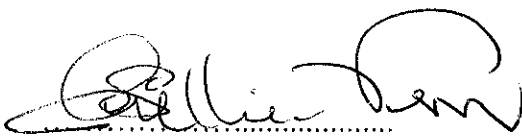
The Tribunal awards that the list attached to the letter dated November 28, 2017 (attached as Appendix 1), shall constitute the list of names and the category of employees of whom the ballot should be taken to determine the Union's claim for bargaining rights.


**DATED THIS 14<sup>th</sup> DAY OF DECEMBER 2020**

  
.....  
Mr. Errol Miller, JP  
Chairman



  
.....  
Mrs. Jacqueline Irons, JP  
Member

  
.....  
Mrs. Chelsie Shellie-Vernon  
Member

Witness:  
  
.....  
Mrs. Nicola Smith Marriott  
Secretary to the Division



Ministry of Labour and Social Security

1F North Street,  
Kingston  
Telephone: (876) 922- 9500-14  
Fax: (876) 922-0996

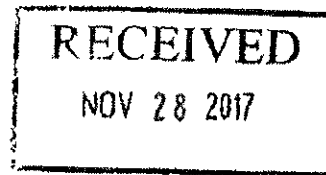
14 National Heroes Circle,  
Kingston 4  
Telephone: (876) 922- 8000-14  
Fax: (876) (876) 948-4262

ANY REPLY OR SUBSEQUENT REFERENCE TO THIS COMMUNICATION SHOULD BE ADDRESSED TO THE PERMANENT SECRETARY AND THE FOLLOWING REFERENCE QUOTED:

Ref. No: A3072/S3

November 28, 2017

Mr. Paul T. A. Stewart  
Chairman  
National Commercial Bank Ja. Limited  
Staff Association  
94 Half Way Tree Road  
2<sup>nd</sup> Floor  
Kingston 10



Dear Sir,

Re: **Claim for bargaining rights dated October 10, 2017 by the National Commercial Bank Ja. Limited Staff Association on the National Commercial Bank Jamaica Limited**

In accordance with the provisions of Regulation 5 (2) of the **Labour Relations and Industrial Disputes Act, 1975**. I attach a list of names of workers among whom the Minister proposes to cause a ballot to be taken. This list has been prepared and certified by the employer concerned.

It would be appreciated if, in accordance with Regulation 5 (3), you would inform the Ministry **within five (5) days** of the date of this letter, whether your Union has any objection to the inclusion in, or omission from this list of any name.

Yours sincerely,

Melissa Collash-Manahan (Mrs.)  
for Permanent Secretary

MCM/mb

LIST OF SUPERVISORY, CLERICAL AND NON-CLERICAL EMPLOYEES AT AGIC AS AT NOVEMBER 20, 2017

Title	Last Name	First Name	Category	Location
Miss	Barrett	Annisha	Clerical	29 Trafalgar Road
Miss	Brown	Karekia	Clerical	29 Trafalgar Road
Miss	Dixon	Shellian	Clerical	29 Trafalgar Road
Miss	Hosane	Sharie	Clerical	29 Trafalgar Road
Mrs.	Murray Downes	Giana	Supervisory	29 Trafalgar Road
Miss	Palmer	Karmekah	Clerical	29 Trafalgar Road
Miss	Stewart	Bernadette	Clerical	29 Trafalgar Road
Mrs.	Thomas-Crosby	Anesha	Clerical	29 Trafalgar Road
Mr.	Tyrell	Troy	Clerical	29 Trafalgar Road
Miss	Walker	Simone	Clerical	29 Trafalgar Road
Miss	Clarke	Eulalee	Clerical	AGI - Black River
Miss	Lettman	Joan	Supervisory	AGI - Black River
Miss	Plunkette	Claudia	Clerical	AGI - Black River
Miss	Rowe	Natalee	Non-clerical	AGI - Black River
Miss	Wallace	Shalewa	Clerical	AGI - Black River
Miss	Duncan	Bridgette	Supervisory	AGI - Christiana
Mr.	Goldson	Marvin	Clerical	AGI - Christiana
Miss	James	Denise	Clerical	AGI - Christiana
Mrs.	Jarrett	Andrea	Clerical	AGI - Christiana
Mrs.	Allen	Kimone	Clerical	AGI - Duke Street
Miss	Anderson	Stacey Ann	Clerical	AGI - Duke Street
Mrs.	Barker Chambers	Diane	Non-clerical	AGI - Duke Street
Miss	Bell	Dionne	Clerical	AGI - Duke Street
Miss	Bell	Nakeisha	Clerical	AGI - Duke Street
Miss	Bennett	Tiffany	Clerical	AGI - Duke Street
Mr.	Bravo	Robert	Clerical	AGI - Duke Street
Miss	Graham	Carel	Clerical	AGI - Duke Street
Miss	Haldane	Robyn	Supervisory	AGI - Duke Street
Mr.	Haughton	Leo	Clerical	AGI - Duke Street
Mrs.	Martin	Marjorie	Clerical	AGI - Duke Street
Mr.	Somers	Narada	Clerical	AGI - Duke Street
Mrs.	Thompson	Sharon	Supervisory	AGI - Duke Street
Mr.	Whitely	Dino	Clerical	AGI - Duke Street
Miss	Amos	Melissa	Clerical	AGI - Head Office
Miss	Bailey	Annakay	Clerical	AGI - Head Office
Miss	Balentine	Anakay	Clerical	AGI - Head Office
Mrs.	Bankasingh	Ann marie	Clerical	AGI - Head Office
Miss	Bennett	Shawna-Kay	Clerical	AGI - Head Office
Miss	Bennett	Shantelle	Clerical	AGI - Head Office
Miss	Bent	Kimberly	Clerical	AGI - Head Office
Miss	Blackwood	Kerri-ann	Clerical	AGI - Head Office
Mr.	Blake	Ge-Roy	Clerical	AGI - Head Office
Miss	Brown	Bobbet	Supervisory	AGI - Head Office
Mrs.	Bryan	Valerie	Supervisory	AGI - Head Office
Mr.	Burrell	Claude	Non-clerical	AGI - Head Office
Mrs.	Butterfield-Dawson	Monique	Clerical	AGI - Head Office
Miss	Chambers	Nadia	Clerical	AGI - Head Office
Miss	Chen-Sue	Tashana	Clerical	AGI - Head Office
Mr.	Clarke	Saleem	Clerical	AGI - Head Office
Miss	Coiley	Apryll	Clerical	AGI - Head Office
Miss	Darlington	Kamiliah	Clerical	AGI - Head Office
Miss	Davis	Alecia	Clerical	AGI - Head Office

NATIONAL COMMERCIAL BANK  
 Caribbean Limited  
 GROUP HR & FACILITIES DIVISION  
 32 Trafalgar Road, Kingston 10  
 JAMAICA

LIST OF SUPERVISORY, CLERICAL AND NON-CLERICAL EMPLOYEES AT AGIC AS AT NOVEMBER 20, 2017

Title	Last Name	First Name	Category	Location
Miss	Davis	Chrisanthea	Clerical	AGI - Head Office
Miss	Dennie	Heather	Clerical	AGI - Head Office
Mrs.	Dillon	Nickesha	Clerical	AGI - Head Office
Mr	Dixon	Andre	Clerical	AGI - Head Office
Miss	Dixon	Francine	Clerical	AGI - Head Office
Miss	Dobson Wolfe	Deandre	Clerical	AGI - Head Office
Miss	Dyce	Sydonie	Clerical	AGI - Head Office
Miss	Ebanks	Leeanne	Clerical	AGI - Head Office
Miss	Edwards	Jenna	Clerical	AGI - Head Office
Miss	Ellington	Deon	Supervisory	AGI - Head Office
Mr.	Ennis	Marlon	Clerical	AGI - Head Office
Miss	Farquharson	Monique	Clerical	AGI - Head Office
Mrs.	Ferril	Jennifer	Clerical	AGI - Head Office
Mr.	Fisher	Adrian	Clerical	AGI - Head Office
Miss	Fisher	Samantha	Clerical	AGI - Head Office
Miss	Flemmings	Dahlia	Clerical	AGI - Head Office
Miss	Forbes	Janise	Supervisory	AGI - Head Office
Miss	Francis	Annie	Clerical	AGI - Head Office
Mr.	Gardner	Alain	Clerical	AGI - Head Office
Miss	Gayle	Donnette	Supervisory	AGI - Head Office
Miss	Gentles	Nikita	Clerical	AGI - Head Office
Mr.	Gordon	Kerreth	Non-clerical	AGI - Head Office
Miss	Graham	Jordonna	Clerical	AGI - Head Office
Mr.	Grant	Rohan	Supervisory	AGI - Head Office
Mr.	Green	Robert	Clerical	AGI - Head Office
Mrs.	Green-Fagan	Karen	Clerical	AGI - Head Office
Miss	Gregory	Tannecia	Supervisory	AGI - Head Office
Ms.	Harriott	Natoya	Clerical	AGI - Head Office
Mrs.	Harvey	Audrey	Supervisory	AGI - Head Office
Miss	Hawthorne	Latoya	Clerical	AGI - Head Office
Miss	Henningham	Natalie	Clerical	AGI - Head Office
Miss	Howell	Paula	Supervisory	AGI - Head Office
Miss	Hylton	Alecia	Clerical	AGI - Head Office
Miss	Irving	Dacia	Non-clerical	AGI - Head Office
Mrs.	Ivery-Watson	Lorraine	Supervisory	AGI - Head Office
Mrs.	James-Stewart	Latoya	Clerical	AGI - Head Office
Miss	Jones	Marcia	Clerical	AGI - Head Office
Mr.	Jones	Dwayne	Clerical	AGI - Head Office
Mr.	Khan	Shameel	Supervisory	AGI - Head Office
Mrs.	Lai-Grayson	Nakkia	Clerical	AGI - Head Office
Mr.	Lawrence	Barrington	Clerical	AGI - Head Office
Mr.	Linton	Jason	Clerical	AGI - Head Office
Miss	Livermore-Robinson	Delva	Clerical	AGI - Head Office
Mrs.	Lovelace-Dyer	Dolice	Clerical	AGI - Head Office
Miss	Lue	Sandra	Clerical	AGI - Head Office
Mrs.	Lumley	Lisa	Clerical	AGI - Head Office
Mr.	Mair	Orville	Clerical	AGI - Head Office
Miss	Malabre	Terri-ann	Clerical	AGI - Head Office
Mr.	Maragh	Sheldon	Clerical	AGI - Head Office
Miss	Matthews	Janice	Clerical	AGI - Head Office
Mr.	McCalla	Clayton	Clerical	AGI - Head Office
Miss	McLeod	Charmaine	Clerical	AGI - Head Office

NATIONAL COMMERCIAL BANK  
 Jamaica Limited  
 GROUP HR & FACILITIES DIVISION  
 37 FERRIS ROAD, KINGSTON 10  
 JAMAICA, WEST INDIES

LIST OF SUPERVISORY, CLERICAL AND NON-CLERICAL EMPLOYEES AT AGIC AS AT NOVEMBER 20, 2017

Title	Last Name	First Name	Category	Location
Mrs.	Mitchell	Caiciana	Supervisory	AGI - Head Office
Mr.	Mitchell	Cleveland	Clerical	AGI - Head Office
Miss	Mullings	Sashica	Clerical	AGI - Head Office
Mrs.	Natty	Karen	Clerical	AGI - Head Office
Mr.	Nelson	Michael	Clerical	AGI - Head Office
Miss	Palmer	Maxine	Supervisory	AGI - Head Office
Miss	Payne	Ava	Clerical	AGI - Head Office
Miss	Powell	Joan	Non-clerical	AGI - Head Office
Mrs.	Prescott-Jones	Olinda	Clerical	AGI - Head Office
Miss	Reid	Peta-ann	Clerical	AGI - Head Office
Miss	Richards	Shelly- Ann	Clerical	AGI - Head Office
Mrs.	Robinson	Willette	Supervisory	AGI - Head Office
Mr.	Rodney	Raynor	Clerical	AGI - Head Office
Miss	Rosegreen	Marsha	Clerical	AGI - Head Office
Miss	Ross	Peeta Gay	Clerical	AGI - Head Office
Mrs.	Sanderson	Maureen	Clerical	AGI - Head Office
Miss	Scarlett	Nichole	Supervisory	AGI - Head Office
Mrs.	Shaw	Michelle	Supervisory	AGI - Head Office
Mr.	Simms	Mario	Clerical	AGI - Head Office
Miss	Simpson	Danielle	Clerical	AGI - Head Office
Mrs.	Skeen-Stewart	Donna	Supervisory	AGI - Head Office
Miss	Smiles	Dyona	Clerical	AGI - Head Office
Mr.	Smith	Kareme	Clerical	AGI - Head Office
Miss	Smith	Chantal	Clerical	AGI - Head Office
Miss	Smith	Latoya	Clerical	AGI - Head Office
Mrs.	Smith-Stephenson	Debbie	Supervisory	AGI - Head Office
Mr	Tomlinson	Dominique	Clerical	AGI - Head Office
Miss	Wellington	Chantal	Clerical	AGI - Head Office
Mr.	Wellington	Lushaine	Clerical	AGI - Head Office
Miss	White	Nadia	Clerical	AGI - Head Office
Mrs.	Williams	Nadeen	Clerical	AGI - Head Office
Miss	Williams	Valdeen	Clerical	AGI - Head Office
Mr.	Wilson	Conrod	Non-clerical	AGI - Head Office
Mr.	Wilson	Chevon	Clerical	AGI - Head Office
Mr.	Wint	Patrick	Supervisory	AGI - Head Office
Mrs.	Dingwali-Brooks	Padel	Clerical	AGI - Mandeville
Miss	Gayle	Samantha	Clerical	AGI - Mandeville
Mrs.	Green-Burton	Ann Marie	Clerical	AGI - Mandeville
Mrs.	Holder-Dunkley	Angella	Supervisory	AGI - Mandeville
Miss	Lewis	Shanique	Clerical	AGI - Mandeville
Mrs.	Martin	Gillian	Clerical	AGI - Mandeville
Mr.	O'Brian	Kenroy	Non-clerical	AGI - Mandeville
Mr.	Pinnock	Jermaine	Clerical	AGI - Mandeville
Miss	Rowe	Camille	Clerical	AGI - Mandeville
Mr.	Swaby	David	Clerical	AGI - Mandeville
Mrs.	Williams	Denise	Clerical	AGI - Mandeville
Miss	Abrahams	Doraine	Clerical	AGI - May Pen
Miss	Allen	Rusheli	Clerical	AGI - May Pen
Miss	Burton	Monica	Non-clerical	AGI - May Pen
Miss	Chin	Lois	Supervisory	AGI - May Pen
Miss	Morant	Lona - Kay	Clerical	AGI - May Pen
Miss	Patrick	Patricia	Clerical	AGI - May Pen

NATIONAL COMMERCIAL BANK  
 Jamaica Limited  
 GROUP HR & FACILITIES DIVISION  
 32 TRENCHARD ROAD, KINGSTON 10  
 JAMAICA, WEST INDIES

LIST OF SUPERVISORY, CLERICAL AND NON-CLERICAL EMPLOYEES AT AGIC AS AT NOVEMBER 20, 2017

Title	Last Name	First Name	Category	Location
Mr.	Robinson	Hemon	Clerical	AGI - May Pen
Mrs.	Burchell-Douglas	Tyonia	Clerical	AGI - Montego Bay
Mrs.	Clarke-Gough	Allison	Clerical	AGI - Montego Bay
Mrs.	Cleghorn-Haughton	PrImrose	Supervisory	AGI - Montego Bay
Mr.	Cooper	Henrieco	Clerical	AGI - Montego Bay
Miss	Edwards	Kimberly	Clerical	AGI - Montego Bay
Miss	Gooden	Karen	Clerical	AGI - Montego Bay
Mrs.	Grant-Coley	Kerry-Ann	Clerical	AGI - Montego Bay
Mrs.	Grey	Glynis	Clerical	AGI - Montego Bay
Miss	Hill	Jennifer	Clerical	AGI - Montego Bay
Miss	Mcdonald-Ashley	Marie	Clerical	AGI - Montego Bay
Miss	Mckenzie	Marsha	Clerical	AGI - Montego Bay
Miss	Morris	Daliah	Clerical	AGI - Montego Bay
Miss	Salmon	Monique	Clerical	AGI - Montego Bay
Mr.	Shirley	Zachariah	Non-clerical	AGI - Montego Bay
Mrs.	Sterling-Smitn	Allison	Clerical	AGI - Montego Bay
Miss	Williams	Melissa	Clerical	AGI - Montego Bay
Mr.	Wright	Denva	Non-clerical	AGI - Montego Bay
Mrs.	Bradber	Tameica	Clerical	AGI - Ocho Rios
Miss	Campbell	Natessia	Clerical	AGI - Ocho Rios
Miss	Garvey	G'Shavonne	Clerical	AGI - Ocho Rios
Miss	Johnson	Shayna	Clerical	AGI - Ocho Rios
Mrs.	Jones	Verona	Clerical	AGI - Ocho Rios
Miss	King	Rosemarie	Non-clerical	AGI - Ocho Rios
Miss	Marshall	Saushauna	Clerical	AGI - Ocho Rios
Miss	McDonald	Tonnette	Clerical	AGI - Ocho Rios
Mr.	McDonald	Gilbert	Clerical	AGI - Ocho Rios
Mrs.	Rhule	Althea	Supervisory	AGI - Ocho Rios
Miss	Wallace	Carolyn	Clerical	AGI - Ocho Rios
Mrs.	Walters-Pendley	Stephanie	Clerical	AGI - Ocho Rios
Mrs.	Bailey-Phillips	Petrena	Non-clerical	AGI - Port Antonio
Miss	Gilzene	Vanessa	Clerical	AGI - Port Antonio
Miss	Thompson	Marve	Clerical	AGI - Port Antonio
Mrs.	Willis	Patrice	Clerical	AGI - Port Antonio
Miss	Anderson	Natalie	Clerical	AGI - Portmore
Miss	Davis	Althea	Clerical	AGI - Portmore
Mrs.	Dryden	Simone	Supervisory	AGI - Portmore
Mr.	Malcolm	Vivian	Clerical	AGI - Portmore
Miss	Miller	Vince	Clerical	AGI - Portmore
Mrs.	Murray	Annika	Clerical	AGI - Portmore
Miss	Plowright	Shannika	Clerical	AGI - Portmore
Miss	Raymond	Serene	Clerical	AGI - Portmore
Miss	Boyd	Catothia	Clerical	AGI - Sav la Mar
Mrs.	Dennis	Sandra	Clerical	AGI - Sav la Mar
Mr.	Hamilton	Michael	Non-clerical	AGI - Sav la Mar
Mrs.	Perue-Morgan	Tashna	Clerical	AGI - Sav la Mar
Mrs.	Suckra-Malcolm	Tamesha	Clerical	AGI - Sav la Mar
Mrs.	Taylor	Novelet	Supervisory	AGI - Sav la Mar
Mrs.	Tomlinson-Holmes	Karetia	Clerical	AGI - Sav la Mar
Mrs.	Whittingham	Karlene	Clerical	AGI - Sav la Mar

Total Employees	206
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NATIONAL COMMERCIAL BANK  
 Jamaica Limited  
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