

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No: IDT 21/2023

SETTLEMENT OF DISPUTE

BETWEEN

EXCELSIOR HIGH SCHOOL

AND

MR. DANIEL RILEY

AWARD

I.D.T. DIVISION

MR. ERROL MILLER, J.P. - CHAIRMAN

MR. LESLIE HALL, J.P. - MEMBER

MRS. CHELSIE SHELLIE-VERNON- MEMBER

FEBRUARY 19, 2025

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**EXCELSIOR HIGH SCHOOL
(THE COMPANY)**

AND

**MR. DANIEL RILEY
(THE AGGRIEVED)**

REFERENCE:

By letter dated July 10, 2023, the Honourable Minister of Labour and Social Security pursuant to Section 11A (1)(a)(i) of the Labour Relations and Industrial Disputes Act of 1975 (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 Excelsior High School on the one hand, and Daniel Riley on the other hand, over the separation 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. Errol Miller, JP - Chairman
- Mr. Leslie Hall, JP. - Member, Section 8(2) (c) (ii)
- Mrs. Chelsie Shellie Vernon - Member, Section 8(2) (c) (iii)

REPRESENTATIVES OF PARTIES:

The **Company** was represented by:

- Mr. Gregory Reid - Attorney-at-Law
- Mr. William Reid - Attorney-at-Law



The **Aggrieved worker** was represented by:

- Mr. Clifton Grant - Vice President, University & Allied Workers Union

In attendance:

- Mr. Daniel Riley - Aggrieved Worker

SUBMISSIONS AND SITTINGS:

Brief was submitted by the aggrieved representative and four (4) sittings held between February 6, 2024 and October 1, 2024.

REPORT TO THE TRIBUNAL:

At the 3rd Sitting the parties agreed to engage in local level discussions. At the 4th Sitting the parties agreed to mediation with the assistance of a Tribunal Member who was not already involved in the determination of this matter. By letter dated December 20, 2024, the Company’s representative informed the Tribunal that the parties have reached a settlement agreement, which had been signed by both parties, however, the copy was not attached.

On February 10, 2025, the Tribunal received letter of same date, from the Aggrieved’s representative, concurring that the parties reached an amicable conclusion of this dispute.

AWARD:

The parties arrived at a settlement as stated in their letters dated December 20, 2024 and February 10, 2025 (copies attached). The specific terms of the agreement are not included in the Award as the parties did not disclose the settlement to the Tribunal. Accordingly, the Tribunal will discontinue proceedings and record the Award as settled, in terms agreed by the parties.

DATED THIS 19th DAY OF FEBRUARY, 2025.



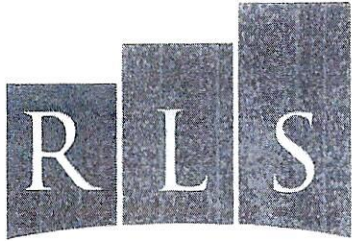
.....
Mr. Errol Miller, JP
Chairman

.....
Mr. Leslie Hall, JP
Member

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

Witness:

.....
Nicola Smith Marriott (Mrs.)
Secretary to the Division



GREGORY O. REID, LL.B, BA

REID LEGAL SOLUTIONS

WILLIAM REID, LL.B, MSC

ATTORNEYS-AT-LAW

The Business District
22B Old Hope Road,
Kingston 5
Jamaica W. I.
Tele: (876) 665-3914
reidsolutions.pr@gmail.com

December 20, 2024

Mrs. Maureen Kennedy,
The Secretary,
Industrial Disputes Tribunal,
4 Ellesmere Road,
Kingston 10

Dear Madam:

Re: Dispute between Excelsior High School and Daniel Riley

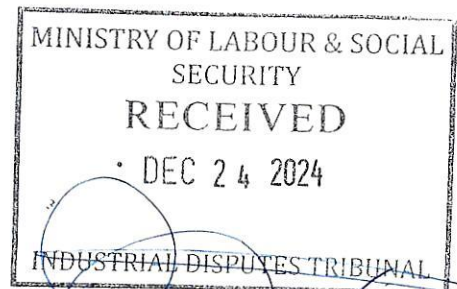
We make reference to the captioned matter and we advise that the parties have completed negotiations and have reached a settlement agreement which has been signed by both parties.

We wish to express our appreciation to the members of the panel, as well as to the Deputy Chairman Mr. Danny Roberts for the invaluable assistance that was provided to us during this matter.

Yours Faithfully,
REID LEGAL SOLUTIONS



GREGORY O. REID AND WILLIAM REID



cc: Mr. Clifton Grant, Vice President, University & Allied Worker's Union



University & Allied Workers Union

50 LADY MUSGRAVE RD., KGN. 10, JAMAICA, W.I., TEL: 927-7968, 978-8260 - 1, 927-6658; FAX: 927-9931

10th February, 2025

IDT 21/23

The Secretary,
Industrial Disputes Tribunal (IDT),
4 Ellesmere Road,
Kingston 10.

Attention: Mrs. Nicola Smith Marriott

Dear Madam:

Re: Dispute between Excelsior High School and Mr. Daniel Riley over the separation of his employment.

We hereby acknowledge receipt of your correspondences date January 6, 2025, and February 3, 2025, respectively, on the matter at captioned.

Kindly accept our sincere apology for the delay in responding.

Please be advised that an agreement has been reached between Excelsior High School and Mr. Daniel Riley, relative to the dispute referred to the Tribunal by us on behalf of Mr. Riley.

We would like to express our thanks to your esteem Panel and Mediator by way of Mr. Danny Roberts for the intervention made, which led us to an amicable conclusion of this dispute.

Thanks again.

Sincerely

UNIVERSITY & ALLIED WORKERS' UNION (UAWU)


Clifton Grant, O.D

Vice President

