

**INDUSTRIAL DISPUTES TRIBUNAL**

**Dispute No.: IDT 30/2022**

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**SETTLEMENT OF DISPUTE**

**BETWEEN**

**GATEWAY COOPERATIVE CREDIT UNION (2017)  
LIMITED**

**AND**

**NATIONAL WORKERS UNION**

***AWARD***

**I.D.T. DIVISION**

<b>MR. DONALD ROBERTS, CD., JP.</b>	<b>-</b>	<b>CHAIRMAN</b>
<b>MR. ERROL BECKFORD</b>	<b>-</b>	<b>MEMBER</b>
<b>DR. DENESE MORRISON, JP</b>	<b>-</b>	<b>MEMBER</b>

**MAY 3 , 2023**

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**INDUSTRIAL DISPUTES TRIBUNAL AWARD**  
**IN RESPECT OF**  
**AN INDUSTRIAL DISPUTE**  
**BETWEEN**  
**GATEWAY COOPERATIVE CREDIT UNION (2017) LIMITED**  
**(THE COMPANY)**  
**AND**  
**NATIONAL WORKERS UNION**  
**(UNION)**

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**REFERENCE**

The Hon. Minister of Labour and Social Security, by letter dated September 9, 2022, Ref. No. B-717, has referred to the Industrial Disputes Tribunal (“the Tribunal”) for settlement the dispute between **Gateway Cooperative Credit Union (2017) Limited** and **the National Workers’ Union** in accordance with Section 11A (1)(a)(i) of the Labour Relations and Industrial Disputes Act, 1975 (“the Act”), with the following Terms of Reference:

**“To determine and settle the dispute between Gateway Cooperative Credit Union (2017) Limited on the one hand, and the National Workers’ Union on the other hand, over the termination of employment of Mr. Shamoy Perry”.**



**DIVISION**

The division of the Tribunal selected in accordance with Section 8(2)(c) of the Act to deal with the matter comprised:

Mr. Donald Roberts, CD, JP - Chairman  
Mr. Errol Beckford - Member, Section 8(2)(c)(ii)  
Dr. Denese Morrison, JP - Member, Section 8(2)(c)(iii)



**REPRESENTATIVES OF THE PARTIES**

The **Company** was represented by:

Mr. Gavin Goffe - Attorney-at-law  
Miss Sandina Williams - Human & Resources Resource Manager

The **Union** was represented by:

Mr. Alexander Nicholson - Assistant Island Supervisor (NWU)

**In attention was:**

Mr. Shamoy Perry - the dismissed Worker

**SUBMISSIONS AND SITTINGS**

1. At the first sitting held on February 7, 2023, the parties agreed to the Terms of Reference. Counsel for the Company said that there was a related matter regarding Mr. Aimesh Francis, a former employee at Gateway, and suggested that the Tribunal defer proceedings on this matter until the Award is handed down in respect of Mr. Francis. He further said that the decision of the Tribunal could assist the parties in attempting to settle the matter at hand.
2. Mr. Nicholson agreed with the substantive points raised by Mr. Goffe and expressed the view that the parties should return to the local level for further discussions, with a view at arriving at a settlement.
3. The sitting was adjourned and a date of April 25, 2023 was agreed on for the continuation of the proceedings.

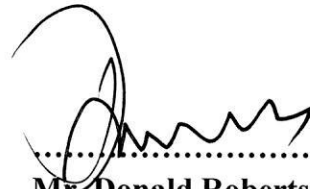
4. At the second sitting on April 25, the Chairman read into the record a joint letter signed by the two parties. The letter, dated April 24, 2023 states that the parties, inter alia, “... *have reached a settlement at the local level over the termination of employment of Mr. Shamoy Perry.*”


**AWARD**


5. Having regard to the duly executed settlement agreement (herein attached) signed by both parties, the contents of which have not been disclosed, the Tribunal agrees to discontinue proceedings and record the settlement agreement in the form of an award.

DATED THIS 24<sup>th</sup> DAY OF MAY, 2023




  
.....  
**Mr. Donald Roberts, CD, JP**  
**Chairman**

  
.....  
**Mr. Errol Beckford**  
**Member**

  
.....  
**Dr. Denese Morrison, JP**  
**Member**

**Witness:**

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

**Attachment**



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April 24, 2023

Industrial Disputes Tribunal  
4 Ellesmere Road  
Kingston 10.

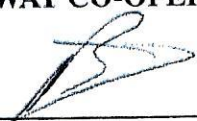
ATTENTION: MR. MARIO LING

RE: Dispute between Gateway Co-operative Credit Union (2017) Limited and the National Workers Union over the termination of employment of Mr. Shamoy Perry.

This serves to inform the Tribunal that the National Workers Union and Gateway Co-operative Credit Union (2017) Limited have reached a settlement at the local level over the termination of employment of Mr. Shamoy Perry.


In light of the above, we are respectfully requesting that the Tuesday, April 25, 2023 hearing be vacated.

On behalf of  
GATEWAY CO-OPERATIVE CREDIT UNION (2017) LIMITED

  
Mr. Ornell Bedasse  
Chief Executive Officer

April 24, 2023  
Date

On behalf of  
NATIONAL WORKERS UNION

  
Mr. Alexander Nicholson  
Island Supervisor

25.4.2023  
Date

Directors: Rev. Glenroy Clarke - President, Bryce Grant - Vice-President, Rodcliffe Robertson - Secretary  
Vincent Rose - Treasurer, Cleveland Parker - Assistant Secretary, Synandre Montaque-Dwyer - Assistant Treasurer,  
M. T. Anderson - Director, Kelta Mendes - Director