

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 16/2020

SETTLEMENT OF DISPUTE

BETWEEN

GRAND PALLADIUM HOTELS AND RESORTS

AND

MS. SYLVIA ANDERSON

AWARD

I.D.T. DIVISION

MR. ERROL MILLER, J.P.	-	CHAIRMAN
MR. LESLIE HALL, J.P.	-	MEMBER
MR. CLINTON LEWIS	-	MEMBER

FEBRUARY 22, 2022

IDT 16/2020

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**GRAND PALLADIUM HOTELS & RESORTS
(THE COMPANY)**

AND

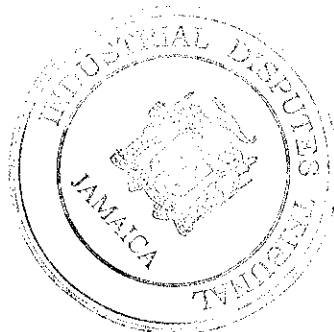
**MS. SYLVIA ANDERSON
(THE AGGRIEVED)**

REFERENCE:

By letter dated August 21, 2020, 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 Grand Palladium Hotels and Resorts on the one hand, and Ms. Sylvia Anderson 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:

Mr. Errol Miller, JP	-	Chairman
Mr. Leslie Hall, JP.	-	Member, Section 8(2) (c) (ii)
Mr. Clinton Lewis	-	Member, Section 8(2) (c) (iii)

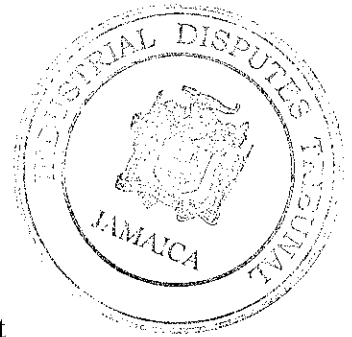
REPRESENTATIVES OF PARTIES:

The **Company** was represented by:

Ms. Angela Robertson	-	Attorney-at-Law
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The **Aggrieved** was represented by:

Mr. Howard Duncan	-	Industrial Relations Consultant
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SUBMISSIONS AND SITTINGS:

Brief was submitted by the Aggrieved representative and three (3) sittings held between November 12, 2020 and March 17, 2021.

REPORT TO THE TRIBUNAL:

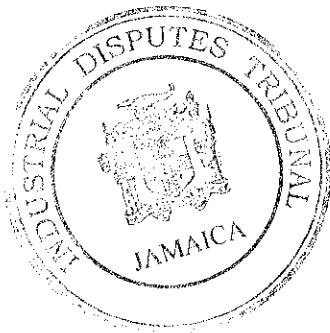
At the 1st Sitting of the Tribunal at which the Aggrieved was absent, the Company informed the Tribunal that the parties were engaged in local level discussions, this was later confirmed by the Aggrieved party.

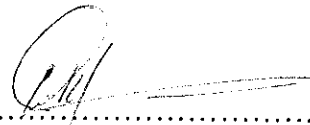
After the 3rd Sitting and by email dated October 7, 2021, the Aggrieved's representative advised that the matter was successfully resolved by the parties at the local level. By letter dated December 30, 2021, the Company also reported that the dispute between the parties has been settled, and that the terms and conditions are confidential. This was also confirmed by letter dated February 3, 2022, from the Aggrieved's representative.

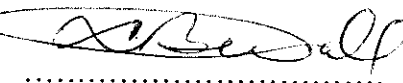
AWARD:

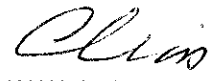
The parties arrived at a settlement as communicated in the Company's letter dated December 30, 2021 and the Aggrieved's letter dated February 3, 2022, copies of which are attached, and it is that agreement that constitutes the Award. The specific terms of the agreement are not included in the Award as the parties did not wish to disclose the settlement.

DATED THIS 22nd DAY OF FEBRUARY, 2022.

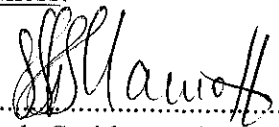



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Mr. Errol Miller, JP
Chairman


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


.....
Mr. Clinton Lewis
Member

Witness:


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

BROCARD

ATTORNEYS-AT-LAW

M. ANGELA ROBERTSON

CHRISTOPHER COWAN

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angela@brocardlegal.com
christopher.cowan@brocardlegal.com
TELEPHONE 876.316.9120

December 30, 2021

Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10

ATTENTION: MRS. NICOLA SMITH MARRIOTT

Dear Sirs:

**RE: DISPUTE BETWEEN GRAND PALLADIUM HOTEL AND RESORTS AND MS.
SYLVIA ANDERSON OVER THE TERMINATION OF HER EMPLOYMENT**

We refer to your letter dated October 7, 2021, in relation to the abovementioned matter.

Please be informed that the dispute between Ms. Anderson and the Grand Palladium Hotel and Resorts over the termination of her employment has been settled, the terms and conditions of which are confidential.

In light of the settlement, there would be no necessity for the Tribunal to schedule any further meeting in this matter.

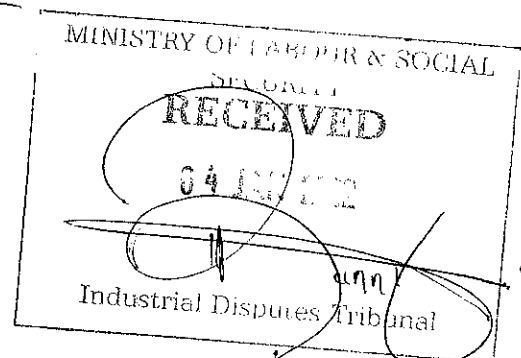
We have copied this letter to Mr. Howard Duncan who would confirm the contents herein.

Should you have any queries, please do not hesitate to discuss the same with the writer.

Yours faithfully,
BROCARD

PER
M. ANGELA ROBERTSON

c. Mr. Howard Duncan



4.1. 2022

The first of these is the fact that the majority of the population of the United States is now living in urban areas. This is a result of the process of urbanization, which has been going on since the beginning of the industrial revolution.

Secondly, the majority of the population is now living in the middle class. This is a result of the process of social mobility, which has been going on since the beginning of the industrial revolution.

Thirdly, the majority of the population is now living in the middle class. This is a result of the process of social mobility, which has been going on since the beginning of the industrial revolution.

Fourthly, the majority of the population is now living in the middle class. This is a result of the process of social mobility, which has been going on since the beginning of the industrial revolution.

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Tenthly, the majority of the population is now living in the middle class. This is a result of the process of social mobility, which has been going on since the beginning of the industrial revolution.

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Seventeenthly, the majority of the population is now living in the middle class. This is a result of the process of social mobility, which has been going on since the beginning of the industrial revolution.