

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 6/2022

SETTLEMENT OF DISPUTE

BETWEEN

HIEROGLYPHICS LIMITED

AND

MS. MONIQUE GORDON

AWARD

I.D.T. DIVISION

MR. DONALD ROBERTS, CD., JP.	-	CHAIRMAN
MRS. JACQUELINE IRONS, JP.	-	MEMBER
DR. DENESE MORRISON, JP.	-	MEMBER

AUGUST 4, 2022

Dispute No: IDT 6/2022

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**HIEROGLYPHICS LIMITED
(THE COMPANY)**

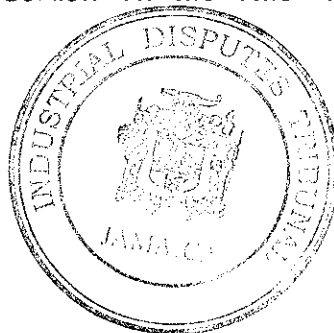
AND

**MONIQUE GORDON
(AGGRIEVED WORKER)**

REFERENCE

By letter dated January 7, 2022, the Hon. Minister of Labour and Social Security, pursuant to Section 11A (1)(a)(i) of the Labour Relations and Industrial Disputes Act, 1975 (“the Act”) referred to the Industrial Disputes Tribunal (“Tribunal”) for settlement, the dispute between **Hieroglyphics Limited and Monique Gordon** with the following Terms of Reference: -

“To determine and settle the dispute between Hieroglyphics Limited on the one hand, and Ms. Monique Gordon on the other hand, over the termination of her employment”



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
Mrs. Jacqueline Irons, JP	-	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:

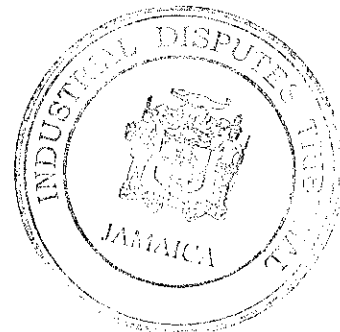
Mr. Radcliffe A. Antoine	-	President & CEO
Mr. Jerome Santoni	-	Vice President of Business Operations

The **Aggrieved** was represented by:

Mr. Mikhail A. C. Jackson	-	Attorney-at-Law
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In attendance:

Ms. Monique Gordon	-	Aggrieved worker
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SUBMISSIONS AND SITTINGS

1. At the first sitting held on March 16, 2022, the parties exchanged briefs and agreed on the terms of reference. The company indicated that they would be represented by their President & CEO and Vice President of Business Operations. On May 18, 2022, at its third sitting, the Tribunal was informed that the parties had reached a negotiated settlement and was in the process of finalising the terms which would be executed and sent to the Tribunal.

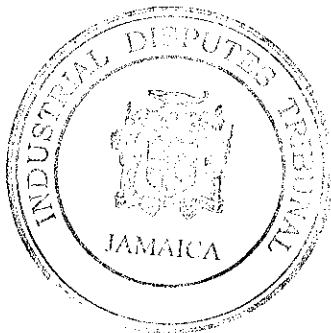
PARTIES' RESPONSE

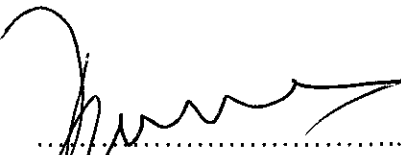
2. In a joint letter from the parties dated 18th July 2022, signed by Mr. Mikhail Jackson representing the aggrieved worker, and Mr. Radcliffe Antoine, representing Hieroglyphics Limited, the Tribunal was advised that the parties having **"...taken the counsel of the Panel in exploring settlement of this matter... have arrived at a joint settlement and in the circumstances, the aggrieved worker, Ms. Monique Gordon has agreed to withdraw her complaint before the IDT..."**


AWARD


3. The duly executed settlement agreement dated the 18th July, 2022, herein attached, reflects the full participation of both parties. Accordingly, the Tribunal will discontinue proceedings and record the settlement in respect of the dispute between Hieroglyphics Limited and Ms. Monique Gordon in the form of an award.

DATED THIS 4 DAY OF AUGUST 2022.

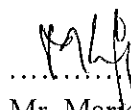



.....
Mr. Donald Roberts, CD, JP
Chairman


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


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

Witness:


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

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ATTORNEYS-AT-LAW • ESTABLISHED 1911

18th July 2022

Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10

BY EMAIL & BEARER
Your ref. #: IDT 6/2022

Attention: Mr. Mario Ling

Dear Sirs:

Re: Dispute between Hieroglyphics Limited and Ms. Monique Gordon over the termination of her employment

We refer to the above captioned matter and the hearing scheduled for 19th July 2022.

We are happy to indicate that the parties have taken the counsel of the Panel in exploring settlement of this matter. We now write to confirm that the parties have arrived at a joint settlement and in the circumstances, the aggrieved worker, Ms. Monique Gordon has agreed to withdraw her complaint before the IDT. The terms of the Settlement Agreement executed by the parties are confidential, however both parties confirm herein that the matter has been amicably resolved and settled at the local level.

Kindly acknowledge receipt of this letter by signing and stamping the copy letter attached.

Yours faithfully,
LIVINGSTON, ALEXANDER & LEVY


Per:


MIKHAIL A. C. JACKSON

Yours Faithfully,
HIEROGLYPHICS LIMITED

Per:

RADCLIFFE ANTOINE



19.07.2022



PARTNERS

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