

4 Ellesmere Road
Kingston 10

IDT 37/2023

June 26, 2024

Permanent Secretary
Ministry of Labour
1F North Street
Kingston

Attention: Mrs. Colette Roberts Riden

Dear Madam,

**Re: Dispute between ISOCON-JLB International Limited and Mr. Maurice Gray over the termination
of his employment**

Enclosed, please see Award handed down by the Industrial Disputes Tribunal in connection with the captioned dispute.

Yours faithfully,



Royette Creary (Ms.)
for Secretary/Director

Encl.

Similar letter sent to:

Hon. Minister of Labour	
Ms. Gillian Corrodus	– Director, Industrial Relations & Allied Services
Mr. Michael Kennedy	– Chief Director, Industrial Relations
Mr. Dillon D. Doyle	– Industrial Relations Consultant
Senator Lambert Brown	– Industrial Relations Consultant

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 37/2023

SETTLEMENT OF DISPUTE

BETWEEN

ISOCON-JLB INTERNATIONAL LIMITED

AND

MAURICE GRAY

AWARD

I.D.T. DIVISION

MRS. SHARON ANDERSON	-	CHAIRMAN
MRS. JACQUELINE IRONS, J.P.	-	MEMBER
MR. PAUL HINES	-	MEMBER

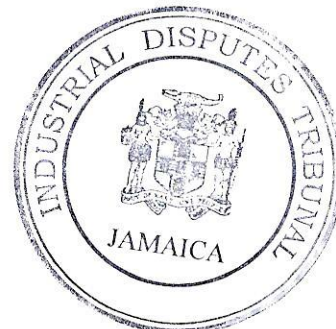
JUNE 26, 2024

INDUSTRIAL DISPUTES TRIBUNAL
AWARD
IN RESPECT OF
AN INDUSTRIAL DISPUTE
BETWEEN
ISOCON-JLB INTERNATIONAL LIMITED
(THE COMPANY)
AND
MAURICE GRAY
(THE AGGRIEVED WORKER)

REFERENCE:

By letter dated December 22, 2023, the Honourable 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 (“the Tribunal”) for settlement, the dispute between **ISOCON-JBL International Limited and Mr. Maurice Gray** with the following Terms of Reference: -

“To determine and settle the dispute between ISOCON-JBL International Limited on the one hand, and Mr. Maurice Gray on the other hand, over the termination 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:

Mrs. Sharon Anderson	-	Chairman
Mrs. Jacqueline Irons, J.P.	-	Member, Section 8(2) (c) (ii)
Mr. Paul Hines	-	Member, Section 8(2) (c) (iii)

REPRESENTATIVES OF THE PARTIES:

The **Company** was represented by:

Senator Lambert Brown C.D.	-	Industrial Relations Consultant
Ms. Beverly Johnson	-	Managing Director

The **Aggrieved Worker** was represented by:

Mr. Dillon D. Doyle	-	Industrial Relations Consultant
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In attendance was:

Mr. Maurice Gray (virtual)	-	Aggrieved Worker
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SUBMISSIONS AND SITTINGS:

1. The parties submitted briefs to the Tribunal and one (1) sitting was held on April 17, 2024. The Company's Representative informed the Tribunal that the parties had not exhausted discussions at the local level, however they were ready for the Tribunal to commence hearing as the dispute was long outstanding. He said that they would avail themselves for further discussions at the local level with a view to settling the matter.

REPORT OF THE TRIBUNAL:

2. At the second sitting on June 17, 2024, the Tribunal was advised by the parties that an agreement was reached between the parties but it was not signed. Both parties promised to have the settlement/agreement signed and submitted to the Tribunal. On June 20, 2024 the Tribunal received a cover letter dated June 18, 2024 enclosing agreement signed by both parties.

THE AWARD:

3. The attached Agreement dated June 17, 2024 executed under the signature of all parties to this dispute constitutes the Award.

DATED THIS 26th DAY OF JUNE 2024



.....
Mrs. Sharon Anderson
Chairman

.....
Mrs. Jacqueline Irons, J.P.
Member

.....
Mr. Paul Hines
Member

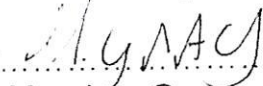
Witness:

.....
Ms. Royette Creary
Secretary to the Division

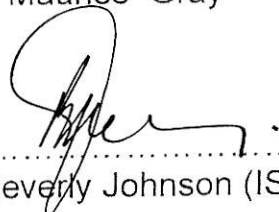
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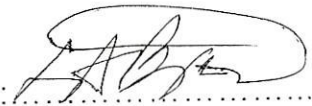
AGREEMENT BETWEEN ISOCON -JLB INTERNATIONAL LTD AND MAURICE GRAY
RE: INDUSTRIAL DISPUTE TRIBUNAL #37/2023

1. The parties to this dispute, Industrial Disputes Tribunal (IDT) 37/2023 hereby agree to amicable settle this dispute.
2. ISOCON-JLB International Ltd, will pay the sum of five hundred and sixty thousand dollars (\$560,000.00) to Maurice Gray as full and final settlement of this dispute.
3. Maurice Gray agrees in consideration of the payment above that he will not pursue any action against ISOCON-JLB INTERNATIONAL LTD arising from his employment or termination thereof in any forum including the courts of Jamaica.
4. On the basis of the above agreement, Maurice Gray and ISOCON-JLB INTERNATIONAL LTD, hereby request that the IDT adapts this Agreement as its Award in this dispute.
5. ISOCON-JLB INTERNATIONAL LTD will make this payment on or before 28th August, 2024.

Sign by: 
Maurice Gray

Witness by: 

Sign by: 
Beverly Johnson (ISOCON)

Witness by: 

Dated this Monday day of June 17, 2024