

# INDUSTRIAL DISPUTES TRIBUNAL

Dispute No: IDT 22/2024

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## SETTLEMENT OF DISPUTE

BETWEEN

ITOPIA LIFE

AND

SHAUNA WILLIAMS

AND THE

*AWARD*

I.D.T. DIVISION

MR. BINDLEY SANGSTER, O.D.	–	CHAIRMAN
MRS. JACQUELINE IRONS, J.P.	–	MEMBER
MR. PAUL HINES	–	MEMBER

FEBRUARY 9, 2026

**INDUSTRIAL DISPUTES TRIBUNAL**

**AWARD**

**IN RESPECT OF**

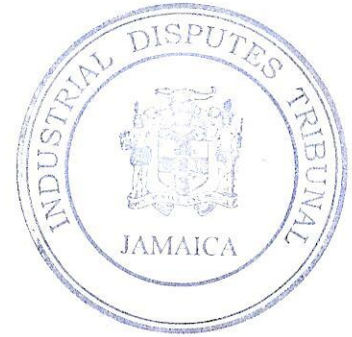
**AN INDUSTRIAL DISPUTE**

**BETWEEN**

**ITOPIA LIFE  
(THE COMPANY)**

**AND**

**SHAUNA WILLIAMS  
(THE AGGRIEVED)**



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**REFERENCE:**

By letter dated August 28, 2024, the Honourable Minister of Labour and Social Security in accordance with Section 11A(1) (a) (i) of the Labour Relations and Industrial Disputes Act (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 was as follows:

*“To determine and settle the dispute between Itopia Life on the one hand, and Shauna Williams on the other hand, over the termination of her contract of employment.”*

**DIVISION:**

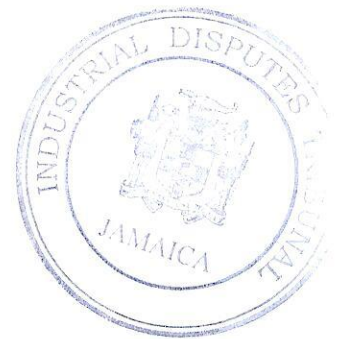
The Division of the Tribunal which was selected in accordance with Section 8(2) (c) of the Act and which dealt with the matter comprised:

- Mr. Bindley Sangster, O.D. - 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:

- Mr. Courtney Williams - Attorney-at-Law
- Ms. Sage Saddler - Attorney-at-Law
- Ms. Natoya Hasley - Legal Counsel



The **Dismissed Worker** was represented by:

- Mr. Garfield Harvey - Industrial Relations Consultant

**In attendance was:**

- Ms. Shauna Williams - Dismissed Worker

**SUBMISSION AND SITTINGS:**

1. Briefs were submitted by both parties and ten (10) sittings were held between October 16, 2024 and December 4, 2025. During this period, the Chairman consistently encouraged the parties to try to resolve the matter at the local level.
2. At the 5<sup>th</sup> sitting on June 2, 2025 the parties requested to go back to the local level with a view to settling the dispute. This request was granted; however, the parties were unable to reach a settlement. At the 7<sup>th</sup> sitting on September 17, 2025 the Chairman again urged the parties to renew their efforts in resolving the dispute. To support their efforts, the

Chairman suggested the assistance of a Member of the Tribunal, not currently involved in the matter, to facilitate conciliation. The suggestion was accepted by the parties.

3. In accordance with the provisions of Section 12 (5) (b) of the Labour Relations and Industrial Disputes Act (LRIDA):

“Notwithstanding anything to the contrary, where any industrial dispute has been referred to the Tribunal –

- (b) it may at anytime after such reference encourage the parties to endeavour to settle the dispute by negotiation or conciliation and, if they agree to do so, may assist them in their attempt to do so;”

4. The Tribunal conciliated the dispute and this effort encouraged the parties to subsequently arrive at a settlement.

### **REPORT TO THE TRIBUNAL**

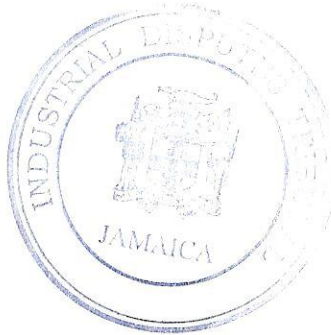
5. At the 10<sup>th</sup> sitting held on December 4, 2025, the Tribunal was formally advised by the parties that they had reached a settlement and would be submitting a joint letter confirming the terms.
6. On January 6, 2026, the Tribunal received a joint letter from the parties dated December 12, 2025, confirming that the dispute has been settled.



**AWARD:**

7. A letter dated December 12, 2025 (a copy of which is attached), reflects the full and final settlement reached by the parties. It is this settlement/agreement which constitutes the award.

DATED THIS <sup>9<sup>th</sup></sup> DAY OF FEBRUARY 2026



.....  
Mr. Bindley Sangster, O.D.  
Chairman

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

.....  
Mr. Paul Hines  
Member

Witness

.....  
Royette Creary  
Secretary to the Division

**TAYLORLAW  
WILLIAMS  
NEMBARD  
ATTORNEYS**

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lawfirmjamaica.com

BY EMAIL & HAND

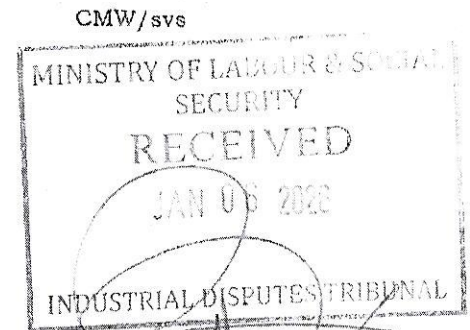
URGENT & IMMEDIATE

December 12<sup>th</sup>, 2025  
Industrial Disputes Tribunal  
4 Ellesmere Road  
Kingston 10  
St. Andrew

Attention: Royette Creary - Secretary/Director

Dear Ms. Creary,

Re: IDT 22/2024 - Itopia Life Limited v Ms. Shauna Williams



Reference is made to the captioned matter and further to our advising the panel on December 4<sup>th</sup>, 2025, about the status of the same.

Please do note that after several meetings and discussions, the parties have distilled a settlement herein with the result that there will be no further need for the continuation of hearing before the panel.

In that regard, the parties will sign their own document at the local level to reflect the agreement between themselves, and are grateful for the time taken by the panel to attempt to resolve the outstanding issues in this matter.

A copy of this letter has been shown to the representative of the aggrieved worker, Mr. Garfield Harvey, who has affixed his signature below thereby evidencing his agreement to the contents of this missive.

Respectfully,

  
COURTNEY M. WILLIAMS

  
GARFIELD HARVEY

Cc: *Itopia Life Limited - Attention Mr. Blaine Dowdle.*  
Cc: *Ms. Shauna Williams*