

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 35/2022

SETTLEMENT OF DISPUTE

BETWEEN

JAMAICA FIRE BRIGADE

AND

UNIVERSITY AND ALLIED WORKERS' UNION

AWARD

I.D.T. DIVISION

MRS. SHARON ANDERSON	-	CHAIRMAN
MRS. JACQUELINE IRONS, J.P.	-	MEMBER
MRS. CHELSIE SHELLIE-VERNON	-	MEMBER

JUNE 14, 2024

INDUSTRIAL DISPUTES TRIBUNAL

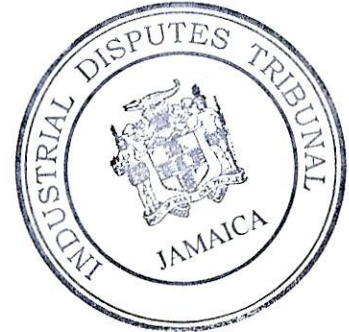
AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**JAMAICA FIRE BRIGADE
(THE COMPANY)**



AND

**UNIVERSITY AND ALLIED WORKERS' UNION
(THE UNION)**

REFERENCE:

By letter dated September 12, 2022, 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 were as follows:

***"To determine and settle the dispute between Jamaica Fire Brigade on the one hand,
and the University and Allied Workers' Union on the other hand, over the termination
of the employment of Shawn Duff".***

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. Clinton Lewis	-	Member, Section 8(2) (c) (iii)

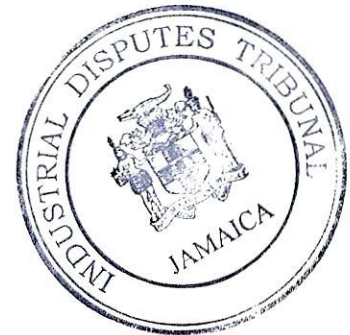
REPRESENTATIVES OF THE PARTIES:

The **Company** was represented by:

Ms. Kamau Ruddock	-	Attorney-at-Law, Attorney General's Chambers
Mr. Matthew Gabbadon	-	Attorney-at-Law, Attorney General's Chambers
Mr. Stewart Beckford	-	Commissioner

The **Union** was represented by:

Senator Lambert Brown	-	President, UAWU
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SITTINGS AND SUBMISSIONS:

1. The parties submitted briefs to the Tribunal and one (1) sitting was held on December 7, 2022.
2. Mr. Clinton Lewis died on March 8, 2023.
3. In accordance with Section 8(4) of the Labour Relations and Industrial Disputes Act, Mrs. Chelsie Shellie-Vernon, Member was appointed to replace Mr. Lewis.
4. No sittings were held during 2023 due to circumstances beyond the control of the Tribunal.

REPORT OF THE TRIBUNAL:

5. In January 2024, the Tribunal was informed that the parties were having discussions towards a settlement.


6. By letter dated May 16, 2024 (received May 17, 2024), the Attorney representing the Jamaica Fire Brigade submitted a joint settlement dated May 1, 2024 executed by the Jamaica Fire Brigade and the University and Allied Workers Union on behalf of Mr. Shawn Duff. The parties have indicated that they wish for the settlement to remain confidential.


THE AWARD:

7. The parties arrived at a settlement as stated in letter dated May 16, 2024 (copy attached). The settlement agreement is not included in the Award as the parties have asked for it to remain confidential. It is that settlement that constitutes this Award.

DATED THIS 2nd DAY OF JUNE 2024

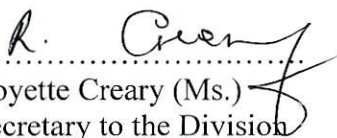



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Mrs. Sharon Anderson
Chairman


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Mrs. Jacqueline Irons, J.P.
Member


.....
Mrs. Chelsie Shellie-Vernon
Member

Witness:


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Royette Creary (Ms.)
Secretary to the Division



Telephone: (876) 359-0085-6
E-mail: attorneygeneral@agc.gov.jm
Reference No.: 010 – AT441

ATTORNEY GENERAL'S CHAMBERS
13 Hillcrest Avenue
Kingston 6
Jamaica

May 16, 2024

WITHOUT PREJUDICE

Secretary/Director
Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10

BY BEARER

Attention: Ms. Royette Creary

Dear Sirs,

Re: IDT No. 25/2022 – Dispute between Jamaica Fire Brigade and the University and Allied Workers' Union over the termination of the employment of Shawn Duff

Reference is made to the above captioned matter, and to previous correspondence herein.

Please find enclosed an original copy of the joint settlement letter to the Industrial Disputes Tribunal dated May 1, 2024, which has been duly executed by the Jamaica Fire Brigade, and the University and Allied Workers' Union on behalf of Mr. Shawn Duff. Please note that the parties wish to keep the terms of the settlement confidential with respect to the payment to be made to Mr. Duff of the wages and other benefits accrued from the date of his dismissal, save and except for his reinstatement.

Yours faithfully,

Matthew Gabbadon
Assistant Attorney-General (Ag.)
for Attorney-General

Encl: (1)

Cc: Jamaica Fire Brigade University and Allied Workers' Union

