

4 Ellesmere Road
Kingston 10

IDT 15/2020

June 16, 2022

Mrs. Colette Roberts Riden
Permanent Secretary
Ministry of Labour
1F North Street
Kingston

Dear Mrs. Roberts Riden,

**Re: Dispute between Master Mack Enterprises Limited and Mr. Christopher Blake over the
termination of his employment**

Enclosed please see copy of the Award handed down by the Industrial Disputes Tribunal in connection with the above dispute.

Yours faithfully,



Nicola Smith Marriott (Mrs.)
for Secretary/Director

Encl.

Similar letters sent to:

Hon. Minister of Labour

Ms. Gillian Corrodus	-	Director, Industrial Relations & Allied Services
Mr. Michael Kennedy	-	Chief Director, Industrial Relations
Mr. Arthur Grant	-	Attorney-at-Law
Mr. Christopher Blake	-	Aggrieved Worker

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 15/2020

SETTLEMENT OF DISPUTE

BETWEEN

MASTER MACK ENTERPRISES LIMITED

AND

MR. CHRISTOPHER BLAKE

AWARD

I.D.T. DIVISION

MR. ERROL MILLER, J.P. - CHAIRMAN

MR. LESLIE HALL, J.P. - MEMBER

MR. CLINTON LEWIS - MEMBER

JUNE 16, 2022

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**MASTER MACK ENTERPRISES LIMITED
(THE COMPANY)**

AND

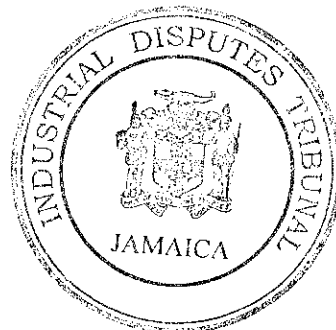
**MR. CHRISTOPHER BLAKE
(THE AGGRIEVED)**

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:

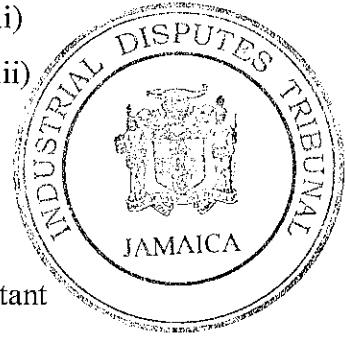
"To determine and settle the dispute between the Master Enterprises Limited on the one hand, and Mr. Christopher Blake on the other hand, over the termination of his employment."



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:

- | | | |
|----------------------|---|--------------------------------|
| 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:

- | | | |
|---------------------|---|---|
| Mr. Arthur Grant | - | Industrial Relations Consultant |
| Mrs. Wendy McMaster | - | Director of Human Resource & Operations |

The **Aggrieved** was represented by:

- | | | |
|-----------------------|---|---|
| Mr. Garfield Harvey | - | 3 rd Vice President, University & Allied Workers Union |
| Ms. Delrose Holgate | - | General Secretary, University & Allied Workers Union |
| Mr. Christopher Blake | - | The Aggrieved |

SUBMISSIONS AND SITTINGS:

Brief were submitted by both parties and six (6) sittings held between November 17, 2020 and May 26, 2022.

At the 5th Sitting it was reported to the Tribunal that Mr. Garfield Harvey (by extension the Union) was no longer involved in the matter and Mr. Christopher Blake proceeded to represent himself.

REPORT TO THE TRIBUNAL:

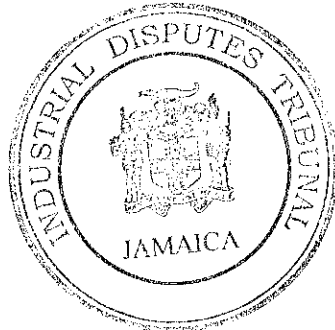
At the 6th sitting both parties agreed to engage in local level discussion. However, after failure to find a resolution, they agreed to be engaged in a mediation session by the Tribunal. This resulted


in the parties arriving at a settlement and by joint letter dated May 30, 2022, the parties informed the Tribunal that the matter has been settled.

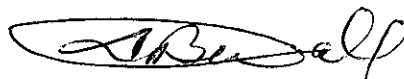
AWARD:


The parties arrived at a settlement as communicated in the joint letter of agreement dated May 30, 2022, copy of which is attached, and it is that agreement that constitutes the Award.

DATED THIS 16th DAY OF JUNE, 2022.





.....
Mr. Errol Miller, JP
Chairman


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


.....
Mr. Clinton Lewis
Member

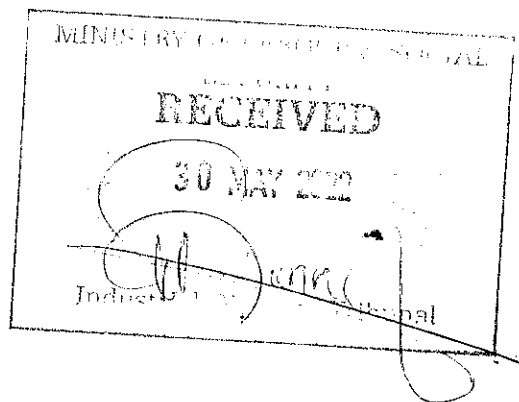
Witness:


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

**From the Desk of Arthur Grant
Industrial Relations Consultant
P.O. BOX 131, Crossroads P.O., Kingston
arthurgrant.ag@gmail.com
Telephone: 1(876)221-2211**

May 30, 2022

The Secretary
Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10
Jamaica



Attention: Mrs. Nicola Smith Marriott

Dear Sirs:

Re: Dispute between Master Mac Enterprises Ltd. and Mr. Christopher Blake over the Termination of his employment.

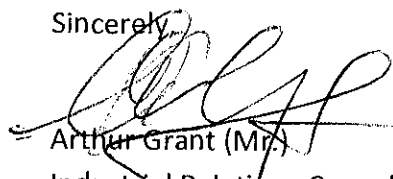
Reference is made to the captioned matter.

We write to advise that the matter has been settled between the parties and you may endorse your records to indicate this fact.

It has been agreed that Mr. Christopher Blake will be paid a total of **One Hundred and Fifty Thousand Dollars** (\$150,000.00) in full settlement.

We use this opportunity to thank the Ministry of Labour and the Industrial Disputes Tribunal for the tireless efforts to have the matter resolved.

Sincerely,


Arthur Grant (Mr.)
Industrial Relations Consultant


Christopher Blake (Mr.)