

# INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: 23/2022

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## SETTLEMENT OF DISPUTE

BETWEEN

RICHMOND HOME OWNERS ASSOCIATION

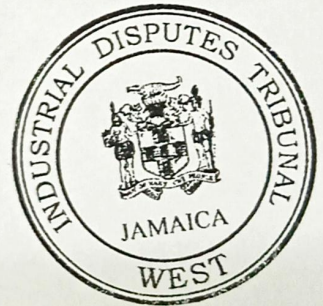
AND

MS. NEKEISHA BLAGROVE

AND THE

*AWARD*

I.D.T. DIVISION



MISS. SADEERA SHAW - CHAIRMAN

MR. RODCLIFFE ROBERTSON - MEMBER

MR. KEITH FAGAN - MEMBER

AUGUST 22, 2023

IDT 23/2022

**INDUSTRIAL DISPUTES TRIBUNAL**

**AWARD**

**IN RESPECT OF**

**AN INDUSTRIAL DISPUTE**

**BETWEEN**

**RICHMOND HOME OWNERS ASSOCIATION  
(THE COMPANY)**

**AND**

**MS. NEKEISHA BLAGROVE  
(THE AGGRIEVED)**

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**REFERENCE**

By letter dated July 22, 2022, 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 Richmond Home Owners Association on the one hand, and Ms. Nekeisha Blagrove on the other hand, over the termination of her 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:

Miss Sadeera Shaw	-	Chairman
Mr. Rodcliffe Robertson	-	Member, Section 8(2) (c) (ii)
Mr. Keith Fagan	-	Member, Section 8(2) (c) (iii)

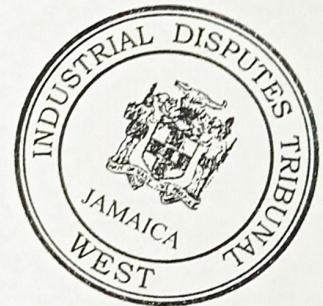
## REPRESENTATIVES OF THE PARTIES

The **Company** was represented by:

Ms. Angela Robertson	-	Attorney-at-Law
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The **Aggrieved** was represented by:

Mrs. Gaunique Williams-Lawes	-	Attorney-at-Law
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## SUBMISSIONS AND SITTINGS

A brief was submitted by the Aggrieved and at the 1<sup>st</sup> sitting held on September 20, 2022, the Company's representative, Ms. Angela Robertson, was not in attendance. As such, a new date, April 3, 2023, was confirmed. At the 2<sup>nd</sup> sitting held on April 3, 2023, Ms. Robertson requested time to have local level discussions with a view to settling the matter. The Aggrieved's representative, Mrs. Gaunique Williams-Lawes, was in agreement with the request which was granted by the Tribunal.

At the 3<sup>rd</sup> sitting held on May 16, 2023, the parties requested additional time to continue the said discussions. The Tribunal granted the request with the understanding that if the parties failed to reach a settlement, the Tribunal would proceed to hear the matter at the next sitting scheduled for July 6, 2023.

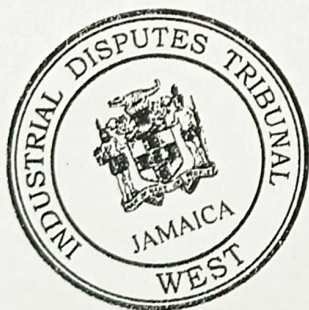
## REPORT TO THE TRIBUNAL

At the 4<sup>th</sup> sitting held on July 6, 2023, both parties informed the Tribunal that they had arrived at a settlement but required additional time to finalize the agreement. On July 26, 2023, the parties submitted a Joint Letter dated July 7, 2023 confirming the settlement of the dispute.

## AWARD

The parties having arrived at a settlement as manifested in Joint Letter dated July 7, 2023, copy of which is attached, it is that agreement that constitutes the Award. The parties have agreed that the terms of the said settlement remain confidential.

DATED THIS 22<sup>nd</sup> DAY OF AUGUST 2023



Sadeera Shaw  
Chairman

Rodcliffe Robertson  
Member

Keith Fagan  
Member

Witness

Secretary to the Division  
Jody-Ann Lindo (Ms.)



# BROCARD

ATTORNEYS-AT-LAW

M. ANGELA ROBERTSON

CHRISTOPHER COWAN

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July 7, 2023

The Chairman  
Industrial Disputes Tribunal (IDT) West  
Blue Diamond Complex, Ironshore  
Montego Bay

**ATTENTION: Ms. JODY LINDO**

Dear Sirs:

**Re: Dispute between Richmond Home- Owners Association and Nekeisha Blagrove over the termination of her employment**

The hearing before the Industrial Disputes Tribunal in the abovementioned matter was scheduled to continue on the 6 July 2023. At the commencement of the hearing the parties indicated that they had arrived at a settlement in relation to the same.

The undersigned being representatives of their respective clients write to confirm that the parties have in fact arrived at a settlement the contents of which are confidential. In the circumstances we would request that no further steps be taken in this matter and that the relevant Award be made.

Yours faithfully

BROCARD

Per:

M. ANGELA ROBERTSON

GAUNIQUE L. WILLIAMS-LAWES

Cc Richmond Home-Owners Association

Cc Nekeisha Blagrove