

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: 19/2021

SETTLEMENT OF DISPUTE

BETWEEN

SECURE WORLD CORPORATION

AND

MR. TERRON FERGUSON

AND THE

AWARD

I.D.T. DIVISION



MISS. SADEERA SHAW - CHAIRMAN

MR. RODCLIFFE ROBERTSON - MEMBER

MR. KEITH FAGAN - MEMBER

SEPTEMBER 29, 2022

S. S.

IDT 19/2021

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**SECURE WORLD CORPORATION
(THE COMPANY)**

AND

**MR. TERRON FERGUSON
(THE AGGRIEVED)**



REFERENCE

By letter dated November 2, 2021, the Honourable Minister of Labour and Social Security pursuant to Section 9 (3)(a) 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 Secure World Corporation on the one hand, and Mr. Terron Ferguson 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:

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:

Mrs. Tanesha McIntosh	-	Attorney-at-Law
Mr. Gordon Brown	-	Attorney-at-Law

The **Aggrieved** was represented by:

Mrs. Carla-Ann Harris-Roper	-	Attorney-at-Law
Ms. Kyla Richards-Saunders	-	Attorney-at-Law

In attendance was:

Mr. Terron Ferguson	-	Dismissed Worker
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SUBMISSIONS AND SITTINGS

Briefs were submitted by the Dismissed Worker. At the 1st sitting held on January 11, 2022, the Company appeared unrepresented and requested time to seek representation. In addition, the parties requested to go back to the local level which was granted. At the 2nd sitting scheduled on February 15, 2022, Mr. Gordon Brown, Attorney-at-Law, appeared for the Company and informed the Tribunal that the Company's Representative Ms. Tanesha McIntosh- Attorney-at-Law was unable to attend. He requested, on her behalf, additional time as the parties were still having discussions with a view to settling same which was also granted.

At the 3rd sitting held on the May 10, 2022, the parties informed the Tribunal that they were close to a settlement and still having discussions. They requested additional time which was granted with the understanding that if the parties failed to reach a settlement, the Tribunal would proceed to hear the matter on June 2, 2022.

REPORT TO THE TRIBUNAL

The Tribunal was informed verbally that the parties had arrived at a settlement but required additional time to finalize the agreement. On September 15, 2022, the parties submitted a Settlement Agreement, Release and Discharge dated July 28, 2022 to the Tribunal confirming the settlement of the dispute.



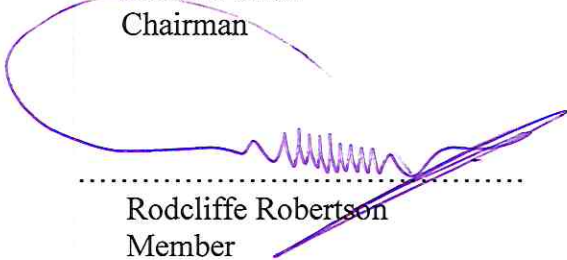
AWARD

The Settlement Agreement, Release and Discharge dated July 28, 2022 executed under the Signatures of all parties to this dispute constitutes the Award. The parties have agreed that the terms of the said agreement remain confidential.

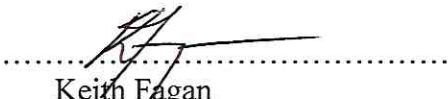
DATED THIS 29 DAY OF SEPTEMBER 2022



Sadeera Shaw
Chairman



Rodcliffe Robertson
Member



Keith Fagan
Member

Witness

Secretary to the Division
Jody-Ann Lindo (Ms)