

# INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: 28/2024

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## SETTLEMENT OF DISPUTE

BETWEEN

SEGOSO CARIBBEAN

AND

JUANITA WARREN

## ***AWARD***

### **L.D.T. DIVISION**

|                              |   |          |
|------------------------------|---|----------|
| MS. SADEERA SHAW             | - | CHAIRMAN |
| MR. RODCLIFFE ROBERTSON, JP. | - | MEMBER   |
| MR. KEITH FAGAN              | - | MEMBER   |

AUGUST 15, 2025



**IDT 28/2024**

**INDUSTRIAL DISPUTES TRIBUNAL**  
**AWARD**  
**IN RESPECT OF AN INDUSTRIAL DISPUTE**  
**BETWEEN**  
**SEGOSO CARIBBEAN**  
**AND**  
**JUANITA WARREN**  
**(THE AGGRIEVED WORKER)**

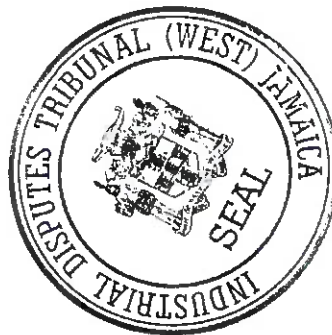
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**REFERENCE:**

By letter dated September 5, 2024, the Honourable Minister of Labour and Social Security pursuant to 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 describe therein:-

The Terms of Reference were as follows:

***"To determine and settle the dispute between Segoso Caribbean on the one hand, and Juanita Warren 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:

|                              |   |                              |
|------------------------------|---|------------------------------|
| Ms. Sadeera Shaw             | - | Chairman                     |
| Mr. Rodeliffe Robertson, JP. | - | 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. Kelley Wong-Henry | - | Attorney-at-Law |
| Mr. Mikhail Jackson    | - | Attorney-at-Law |
| Mr. Steven Nelson      | - | Attorney-at-Law |



The **Aggrieved Worker** was represented by:

|                    |   |                                 |
|--------------------|---|---------------------------------|
| Mr. Khurt Fletcher | - | Industrial Relations Consultant |
|--------------------|---|---------------------------------|

In attendance:

|                |   |                  |
|----------------|---|------------------|
| Juanita Warren | - | Aggrieved Worker |
|----------------|---|------------------|

## **SUBMISSIONS AND SITTINGS**

No briefs were submitted by the parties and at the 1<sup>st</sup> sitting dated January 15, 2025, the Company's Attorney requested time for the parties to have local level discussions with a view to settling the matter. With the Aggrieved Worker's representative agreement to have discussions, the Tribunal granted the said request.

At the 2<sup>nd</sup> sitting dated March 31, 2025, the parties indicated that they were at an advanced stage in their discussions and close to reaching a settlement. The Company's Attorney requested additional time to continue said discussions which was granted 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 29, 2025.

## **REPORT TO THE TRIBUNAL**

By letter dated July 23, 2025, the Company's Attorney informed the Tribunal that the parties have reached a settlement agreement. The letter also indicated that the terms of Release and Discharge are confidential.

By letter dated July 25, 2025, the Aggrieved Worker's representative concurred that the parties arrived at a mutual settlement.

## **AWARD**

The parties having arrived at a settlement agreement as stated in letters dated July 23, 2025 and July 25, 2025, copies of which are attached, it is that agreement that constitutes the Award. The parties have agreed that the terms of the said settlement remain confidential.

DATED THIS 15 DAY OF AUGUST 2025



Sadeera Shaw  
Chairman

Rodeliffe Robertson, JP  
Member

Keith Fagan  
Member

Witness

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



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BY BEARER

23<sup>rd</sup> July 2025

Industrial Disputes Tribunal  
4 Ellesmere Road  
Kingston 10

Attention: Ms. Jody-Ann Lindo

Dear Sirs,

Re: IDT 28/2024 - Dispute between Segoso Caribbean and Juanita Warren over the termination of her employment

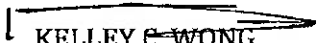
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We refer to the above-captioned matter and to previous correspondence in respect of same.

Please note that an agreement has been reached and executed between the parties and the settlement amount paid over. The parties have therefore arrived at a joint settlement in this matter and as such the dispute has been settled.

The terms of the Release & Discharge executed by Ms. Warren are confidential, however we confirm herein that the matter has been amicably resolved and settled at the local level.

Yours faithfully,  
LIVINGSTON, ALEXANDER & LEVY

Per:   
(For and on behalf of Segoso Caribbean)

Copy - Mr. Khurt Fletcher (Representative for Juanita Warren)  
Mr. Sebastian Tickle – Segoso Caribbean



**PARTNERS**

Allen S. Wood, K.C.  
Basil A. Parker  
Annette Francis Barnett  
Tana'ania Small Davis, K.C.  
Daniella K. Gentles-Silvera, K.C.  
Kathryn J. E. Pearson  
Kelley C. Wong  
Roxanne Kidd-D'Aguilar

Mikhail A. C. Jackson  
Kerri-Ann T. Allen Morgan  
Kathryn A. Williams  
Alexander R. Corrie

**CONSULTANTS**

A. A. Lazarus  
Warrington E. Williams  
Anne-Marie C. White-Feanny

**ASSOCIATES**

Yannic M. Fletcher  
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***K and C IR Consultancy Ltd.***

***c/o National Workers Union***

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***Email: [kcirconsultants@gmail.com](mailto:kcirconsultants@gmail.com)***

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July 25, 2025

Industrial Disputes Tribunal  
Western Division  
Blue Diamond Complex  
Ironshore  
Montego Bay

VIA: EMAIL

**Dispute IDT 28/2024 Dispute between Segoso Caribbean and Juanita Warren over the termination of her employment.**

Dear Ms. Lindo

Please be advised that in the dispute at caption, that the parties have arrived at a mutual settlement.

The agreed terms have been formally executed by both parties through a Release and Discharge Agreement, and we can confirm that there is no longer an active dispute in existence between the parties.

We therefore respectfully request that this matter be marked as resolved and closed on the records of the Tribunal.

Kind regards,

.....  
Khurt Fletcher  
Industrial Relations Consultant

Cc: Kelley Wong-Henry