

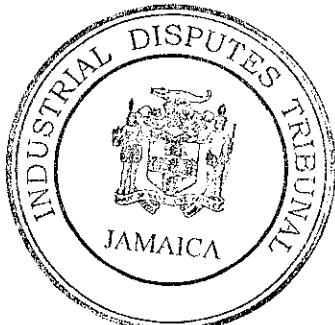
**INDUSTRIAL DISPUTES TRIBUNAL**  
**Dispute No: IDT 32/2016**

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**SETTLEMENT OF DISPUTE**  
**BETWEEN**  
**TEACHER'S INCOME PROTECTOR (TIP) FRIENDLY**  
**SOCIETY**  
**AND**  
**UNIVERSITY AND ALLIED WORKERS UNION**  
***AWARD***

**I.D.T. DIVISION**

<b>MR. ERROL MILLER, JP</b>	<b>-</b>	<b>CHAIRMAN</b>
<b>MR. ERROL BECKFORD</b>	<b>-</b>	<b>MEMBER</b>
<b>MR. FREDRICK EVANS</b>	<b>-</b>	<b>MEMBER</b>



**JUNE 7, 2021**

INDUSTRIAL DISPUTES TRIBUNAL  
AWARD  
IN RESPECT OF  
AN INDUSTRIAL DISPUTE  
BETWEEN  
TEACHERS' INCOME PROTECTOR (TIP) FRIENDLY SOCIETY  
AND  
THE UNIVERSITY AND ALLIED WORKERS UNION

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**REFERENCE**

By letter dated June 22, 2016, 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 described therein:

The Terms of Reference to the Tribunal were as follows:-

**"To determine and settle the dispute between Teacher's Income Protector (TIP) Friendly Society on the one hand, and the University and Allied Workers Union on the other hand, over the Union's claim that:**

- a. management unilaterally made changes to the quantum of sick leave allowance and**
- b. the failure of management to pay travelling allowance to supervisors who work overtime."**



## DIVISION

The division of the Tribunal which was selected in accordance with Section 8(2) (c) of the Act and which finally dealt with the matter comprised:

Mr. Errol Miller, JP	-	Chairman
Mr. Errol Beckford	-	Member, Section 8(2) (c) (ii)
Mr. Fredrick Evans	-	Member, Section 8(2) (c) (iii)

## REPRESENTATIVES OF THE PARTIES

The **Company** was represented by:

Mr. John S. Bassie	-	Attorney at Law
Mr. John Paul Watson	-	Attorney-at-Law
Mr. Edward Welsh	-	Training and Welfare Officer

The **Union** was represented by:

Mr. Garfield Harvey	-	Third Vice President
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## SUBMISSIONS AND SITTINGS

The original division selected to hear the dispute comprised:

Mr. Charles Jones, CD, JP	-	Chairman
Mr. Leslie Hall, JP	-	Member
Mr. Dwight Nelson, CD, JP	-	Member



Over the period that the matter has been at the Tribunal there were several changes made to the configuration of the division in accordance with Section 8(4) of the Labour Relations and Industrial Disputes Act

In light of the various changes to the original division of the Tribunal, the matter begun *de novo* in accordance with Section 8(4) of the Act on February 4, 2021. At that first sitting, the parties informed the panel that they had reached an agreement in principle and as soon as this is finalized the Tribunal will be notified by way of a copy of same. The Chairman advised the parties that the Tribunal await such agreement in order to bring the matter to an end.

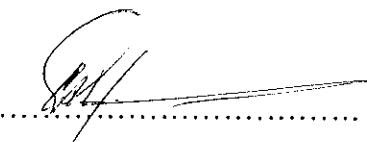
**REPORT TO THE TRIBUNAL:**

By letter dated March 31, 2021, from John S. Bassie & Co. copied to all parties involved and attached a copy of settlement agreement signed by both parties to the dispute, the Tribunal was informed that the matter has now been settled.

**AWARD**

It is the terms and conditions as manifested in this confidential Settlement Agreement dated March 31, 2021, that constitutes the Award of the Tribunal.

**DATED THIS 7<sup>th</sup> DAY OF JUNE 2021**



Mr. Errol Miller, JP

Chairman



Mr. Errol Beckford

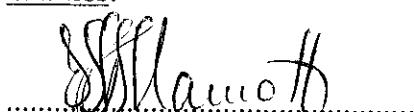
Member



Mr. Fredrick Evans

Member

**Witness:**



Nicola Smith Marriott (Mrs.)

Secretary to the Division



# John S. Bassie & Co

ATTORNEYS - AT - LAW. BARRISTERS - AT - LAW

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St. Elizabeth Office: #20 Tony Rowe's Plaza, Junction, St. Elizabeth • Tel: (876) 965.5336  
Email: bassielaw@yahoo.com Web: www.bassielaw.com

March 31, 2021

WITHOUT PREJUDICE

Industrial Disputes Tribunal  
4 Ellesmere Road  
Kingston 10

BY E-MAIL

**Attention: Mrs. Nicola Smith Mariott – Secretary/Director**

Dear Sirs,

Re: IDT 32/2016 –  
Dispute between the Teacher's Income Protector (TIP) Friendly Society and  
the University and Allied Workers Union's claim that:

a) Management unilaterally made changes to the quantum of sick leave  
allowance.

And

b) The failure of management to pay travelling allowances to supervisors.  
who work overtime

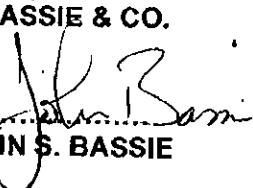
We refer to the matter at caption, the Industrial Dispute Tribunal's (" the Tribunal") letter dated March 25, 2021 and previous correspondence.

Please find enclosed a copy of the settlement agreement arrived upon between the parties.

As the matter has now been settled, we kindly request that the Tribunal remove the dispute from its hearing list.

Please be guided accordingly.

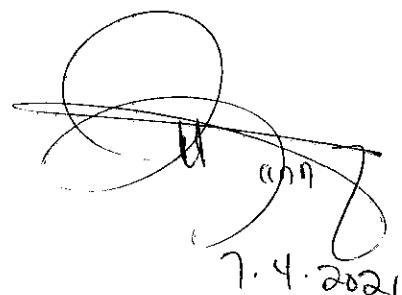
Yours faithfully,  
JOHN S. BASSIE & CO.

PER:   
JOHN S. BASSIE

JSB/JPW

Encl,

c.c. Mr. Garfield Harvey  
Mr. Wilton South  
Mr. Ray Howell

  
John-Paul Watson  
7.4.2021