

INDUSTRIAL DISPUTES TRIBUNAL
Dispute No: IDT 26/2020

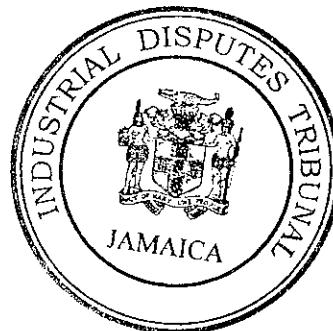
SETTLEMENT OF DISPUTE
BETWEEN
UC RUSAL ALUMINA JAMAICA LIMITED
AND
UNION OF CLERICAL, ADMINISTRATIVE &
SUPERVISORY EMPLOYEES

AWARD

I.D.T. DIVISION

MR. ERROL MILLER, JP	-	CHAIRMAN
MR. LESLIE HALL, JP	-	MEMBER
MRS. CHELSIE SHELLIE VERNON-		MEMBER

JULY 13, 2021



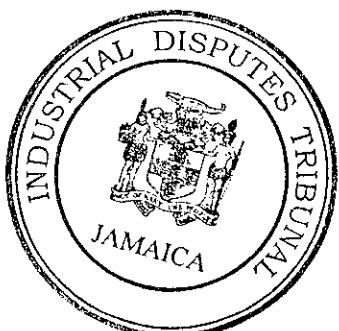
INDUSTRIAL DISPUTES TRIBUNAL
AWARD
IN RESPECT OF
AN INDUSTRIAL DISPUTE
BETWEEN
UC RUSAL ALUMINA JAMAICA LIMITED
(COMPANY)
AND
THE UNION OF CLERICAL ADMINISTRATIVE & SUPERVISORY EMPLOYEES
(UNION)

REFERENCE:

By letter dated December 4, 2020, 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 UC Rusal Alumina Jamaica Limited on the one hand, and the Union of Clerical, Administrative and Supervisory Employees on the other hand, over the Union’s claim for increased Wages and other improved conditions of employment for the workers in the Agricultural Division.”



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)
Mrs. Chelsie Shellie-Vernon	-	Member, Section 8(2)(c)(iii)

REPRESENTATIVES OF PARTIES:

The **Company** was represented by:

Ms. Kelley Wong	-	Attorney-at-Law
Mr. Glendon Johnson	-	Human Resources Director

The **Union** was represented by:

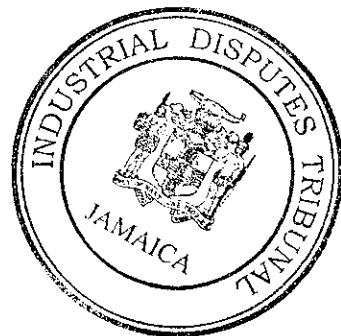
Mr. Vincent Morrison	-	President
Mr. John Levy	-	General Secretary

In attendance were:

Mr. Winston Wint	-	Delegate
Mr. Ezra Higgins	-	Delegate
Mr. Conroy English	-	Delegate
Mr. Konrad Comrie	-	Delegate

SUBMISSIONS AND SITTINGS:

Briefs were submitted by both parties and two (2) sittings held on May 4, 2021 and June 8, 2021. At the second sitting the parties informed the Tribunal that they were in the process of settling the dispute and preparing a Heads of Agreement for the parties to sign, after which they would report to the Tribunal.



REPORT TO THE TRIBUNAL:

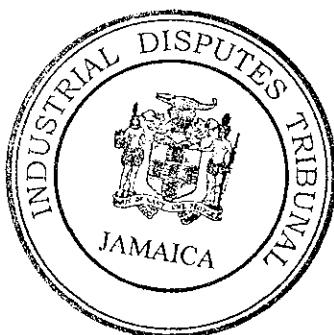
By letter dated June 14, 2021, the Attorney at Law, Ms. Kelley Wong of Livingston, Alexander & Levy representing the Company, advised the Tribunal that the parties to the above mentioned dispute finalized and executed a Heads of Agreement in settlement of the matter on June 10, 2021, bringing the matter to an end. She also stated that the Company requested that the terms of the Heads of Agreement remain confidential.

By letter dated June 18, 2021, Mr. Vincent Morrison, President of the Union of Clerical, Administrative and Supervisory Employees, wrote the Tribunal and enclosed the Heads of Agreement between UC Rusal Alumina Jamaica Limited and Union of Clerical, Administrative and Supervisory Employees, signed by both parties to the dispute, confirming that the parties have settled the matter before the Industrial Disputes Tribunal.

AWARD:

It is the terms and conditions as manifested in this confidential Heads of Agreement dated June 10, 2021, that constitutes the Award of the Tribunal.

DATED THIS 13th DAY OF JULY 2021



Mr. Errol Miller, JP
Chairman

Mr. Leslie Hall JP
Member

Mrs. Chelsie Shellie Vernon
Member

Witness:


Nicola Smith Marriott (Mrs.)
Secretary to the Division

22
 By Bearer

 14th June 2021

Industrial Disputes Tribunal
 4 Ellesmere Road
 Kingston 10

Attention: Mrs. Nicola Smith Marriott

Dear Sirs:

Re: IDT 26/2020

Dispute between UC Rusal Alumina Jamaica Limited and the Union of Clerical Administrative and Supervisory Employees over the Union's claim for increased wages and other improved conditions of employment for workers in the Agricultural Division

Reference is made to the above-captioned industrial dispute and previous correspondence in respect of same.

We write to confirm that the parties to the above-mentioned dispute finalised and executed a Heads of Agreement in settlement of the matter on June 10, 2021.

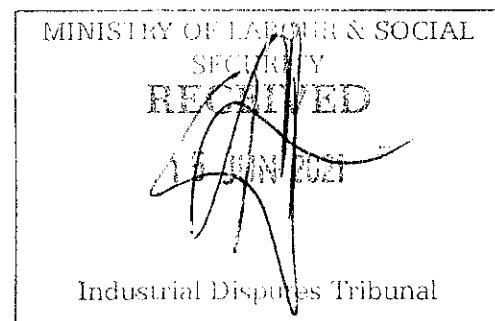
This dispute has therefore been settled at the local level and we are pleased to advise that the matter is now at an end. Our client has requested that the terms of the HOA remain confidential.

Should you have any queries or require any further information please do not hesitate to contact the writer.

Yours faithfully,
LIVINGSTON, ALEXANDER & LEVY

Per: 
KELLEY C. WONG

c. Mr. Vincent Morrison, C.D. – President, UCASE
Mr. Glendon Johnson – UC Rusal Alumina Jamaica Limited



Celebrating 110 Years.



PARTNERS

Angela M. Fowler
 Anne-Marie C. White-Feanny
 Allan S. Wood, Q.C.
 Basil A. Parker
 Annette Francis Barnett
 Tana'ania Small Davis
 Daniella R. Gentles Silvera
 Kathryn J. E. Pearson

Gisele M. Gibson
 Kelley C. Wong
 Roxanne Kidd-D'Aguitar
 Mikhail A. C. Jackson

CONSULTANTS
 A. A. Lazaros
 Warrington E. Williams

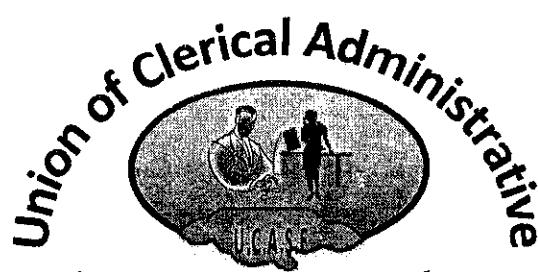
ASSOCIATES

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President:
Vincent Morrison

General Secretary
John Levy

Vice Presidents:
Robert Rodney, Garth Cheese

June 18, 2021

The Secretary
Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10

Attention: Ms. Royette Creary

Dear Ms. Creary:

Re: Dispute between UC Rusal Alumina Jamaica Limited and the Union of Clerical Administrative & Supervisory Employees over the Union's claim for increased Wages and other improved conditions of employment for workers in the Agricultural Division

Reference is made to the caption.

Please see enclosed Heads of Agreement between UC Rusal Alumina Jamaica Limited and the Union of Clerical Administrative & Supervisory Employees which confirms that the parties have settled the matter before the Industrial Disputes Tribunal.

Yours truly,

**UNION OF CLERICAL ADMINISTRATIVE &
SUPERVISORY EMPLOYEES**


VINCENT MORRISON, C.D.
PRESIDENT

Enc.

