

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: 12/2020

SETTLEMENT OF DISPUTE

BETWEEN

**WHITE DIAMOND HOTELS AND RESORTS LIMITED
T/A ROYALTON WHITE SANDS**

AND

MR. NICKOY JAMES

AWARD

I.D.T. DIVISION

Miss. Sadeera Shaw - Chairman

Mr. Rodcliffe Robertson - Member

Mr. Keith Fagan - Member

March 31, 2021



IDT 12/2020

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**WHITE DIAMOND HOTELS AND RESORTS LIMITED
T/A ROYALTON WHITE SANDS
(THE COMPANY)**

AND

**MR. NICKOY JAMES
(THE AGGRIEVED)**

REFERENCE:

By letter dated September 13, 2019 the Honourable Minister of Labour and Social Security, in accordance with Section 11A(i)(a) of the Labour Relations and Industrial Dispute Act (hereinafter called “the Act”), referred to the Industrial Dispute 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 White Diamonds Hotels and Resorts Limited (t/a the Royalton White Sands) on the one hand, and Mr. Nickoy James 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:

Mr. Emile Leiba	-	Attorney-at-Law
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The **Aggrieved** was represented by:

Mr. Robert Moore	-	Attorney-at-Law
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SUBMISSIONS AND SITTINGS:

A Brief was submitted by the Company and a date was set for the sitting to be held on March 15, 2021. However, before the scheduled date for the sitting, a telephone call was received from the Aggrieved's representative, Mr. Robert Moore, advising the Tribunal that the dispute was settled at the local level. This was confirmed in a subsequent email from Mr. Moore dated March 15, 2021.

REPORT TO THE TRIBUNAL:

By joint letter dated March 14, 2021, signed by both parties, the Tribunal was informed that the terms of the settlement reached is to be kept confidential.



A handwritten signature in black ink, appearing to be "H. Williams".

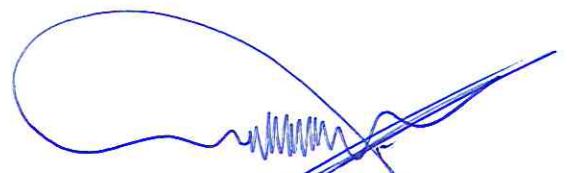
AWARD:

It is the terms of the settlement as manifested in joint letter dated March 14, 2021 (a copy of which is attached), that constitutes the Tribunal's Award.

DATED THE 31 DAY OF MARCH 2021



Miss Sadeera Shaw
Chairman



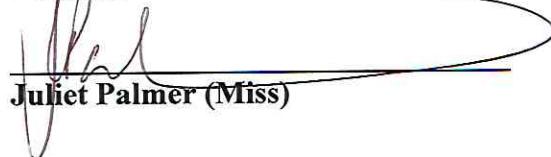
Mr. Rodcliffe Robertson
Member



Mr. Keith Fagan
Member



Witness:



Juliet Palmer (Miss)

Robert L Moore

Attorney-at-Law

*Ms. Jacqueline Cummings, (President of the Jamaica Bar Association, 2017), Consultant
*Mr. Warren Richmond, Consultant

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St. Ann, Jamaica, W.I.
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E-mail: mooreatlaw@outlook.com

March 14, 2021

BY EMAIL: idtwest2020@gmail.com

The Secretary,
51 Blue Diamond Shopping Mall
Iron Shore Montego Bay
4 Ellesmere Road
Kingston 10.

Attention: Ms. Juliet Palmer

Dear Sirs:



Re: IDT 2 of Dispute between Nickoy James and White Diamonds Hotels and Resorts Limited (t/a Royalton White Sands) over the termination of his employment.

Please be advised that the captioned dispute has been resolved between the parties and you may endorse your records to indicate this fact.

The parties hereby jointly confirm settlement of the same. We do not wish to disclose the terms of this settlement

Sincerely

Representative for White Diamonds Hotels and Resorts Limited

Per: ROBERT L MOORE

Mr. DANIEL CAZARIN