

KEY: TD -Trade Dispute; IRO - Industrial Relations Offence; ST - Special Tribunal; ESD - Essential Services Division; A - Application; RSBD - Retrenchment and Severance Dispute; OSHA - Occupational Safety and Health Complaint; C - Complaint.

INDUSTRIAL COURT JUDGMENT CATALOGUE

PRIMARY ISSUE	DATE OF DELIVERY/ DISPUTE NUMBER	PARTIES		OTHER ISSUES HIGHLIGHTED
A				
Absenteeism	February 15, 2007	National Union of Government and Federated Workers	N.H. International (Caribbean) Limited	Medical certificate
Absenteeism	TD 132 of 1979	Geddes Grant Sprostons Industries Limited	All Trinidad Sugar and General Workers Union	
Absenteeism	February 10, 1998	Communication Workers' Union	Excellent Stores Limited	Duty to inform employer of absence
Absenteeism	TD 159 of 1974	Cannings Industries Limited	National Union of Government and Federated Workers	Disciplinary process
Absenteeism	TD 235 of 1984	Trinidad and Tobago Sanitary Plumbing Contractors Limited	National Union of Government and Federated Workers	Leave of Absence
Absenteeism	January 12, 2000	Oilfields Workers Trade Union	Petroleum Company of Trinidad and Tobago	Summary Dismissal
Absenteeism (poor regularity and punctuality)	October 21, 2004	National Union of Government and federated Workers	Guardia Wackenhut Limited	Constructive dismissal (defined)
Alcohol abuse	February 13, 2004	Oilfields Workers Trade Union	Trinidad and Tobago Electricity Commission	
Application on re-instatement of Trade Dispute	TD 40 of 1990	Communication Workers' Union	Caribbean Telecoms Limited	Not restored
Application on re-instatement of Trade Dispute	July 28, 2006	Seamen and Waterfront Workers Trade Union	Point Lisas Industrial Port Development Corporation	Trade Dispute re-instated
Application on re-instatement of Trade Dispute	May 16, 2002	National Union of Government and Federated Workers	Hitlal's Printery	Not restored
Application on re-instatement of Trade Dispute	June 16, 1998	Seamen and Waterfront Workers Trade Union	Port Authority of Trinidad and Tobago	Order as to costs in favour of Employer
Assessment of damages	December 12, 2005	Estate Police Association of Trinidad and Tobago	Lever Brothers West Indies Limited	
Assessment of damages	TD 198 of 1969	British West Indian Airways Limited	The Superintendents Association	
Assessment of damages	July 31, 2001	Banking, Insurance and General Workers Union	Hindu Credit Union Cooperative Society Limited	Loss of confidence

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Attorney filing on behalf of Client - IRO	October 26, 1978	British West Indian Airways Limited	Trinidad and Tobago Airline Pilots Association	
B				
Breach of Collective Agreement	November 8, 2001	Public Services Association	Water and Sewerage Authority	Disciplinary procedure
Breach of Contract	January 18, 2012	Ricardo Welch	(91.9) Trinibashment Limited	Measure of Damages for wrongful dismissal
Breach of Contract	July 26, 1909	Addis	Gramophone Company Limited	Wrongful dismissal
Breach of Operational Procedure - Dismissal	June 16, 1998	Seamen and Waterfront Workers Trade Union	Port Authority of Trinidad and Tobago	Application for Reinstatement of Trade Dispute
Burden of Proof	July 10, 2006	Banking, Insurance and General Workers Union	Nicholas Development Limited	Redundancy
C				
Collective Agreement	July 31, 2009	Steel Workers Union of Trinidad and Tobago	Caribbean Ispat Limited	Bargaining Unit
Collective Agreement	January 14, 2005	Managers and Supervisors Association of Trinidad and Tobago	Metal Industries Limited	Competency of IR practitioners
Collective Agreement	April 13, 1984	Sterling Drugs International Limited	The Union of Foods, Hotels and Industrial Workers	Breakdown in negotiations
Collective Agreement	April 17, 1985	Ferreira Optical Limited	Transport and Industrial Workers Union	Compensation for service
Collective Agreement	TD 225 of 2007	Oilfields Workers' Trade Union	Robinson Crusoe Beach Resort	
Collective Agreement	February 18, 2004	Communication Workers' Union	Hilton Trinidad and Conference Centre	Breakdown in negotiations
Collective Bargaining - "Good faith"	IRO 16 of 1996	National Petroleum Staff Association	Petroleum Company of Trinidad and Tobago	Exclusion from the bargaining unit
Conflict of Interest	February 8, 2008	Banking Insurance and General Workers Union	First Citizens Bank Limited	
Conflict of Interest	TD 23 of 1986	Sugar Industry Staff Association	Caroni [1975] Limited	
Conflict of Interest	December 15, 1988	Public Services Association of Trinidad and Tobago	National Insurance Property Development Company Limited	
Conflict of Interest	March 8, 1990	Communication Workers' Union	Holiday Inn Trinidad Ltd	
Constructive Dismissal	TD 108 of 2009	National Union of Domestic Employees	Courts (Trinidad) Limited	Voluntary resignation
Constructive Dismissal	TD 12 of 1991	Oilfields Workers Trade Union	Alston's Building Enterprises Limited	
Constructive Dismissal	May 18, 2006	Banking, Insurance and General Workers Union	St. Clair Insurance Services Company Limited	Job transfer

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Constructive Dismissal	TD 197 of 2002	Oilfields Workers Trade Union	Schlumberger (Trinidad) Incorporated	Redundancy
Constructive Dismissal	June 27, 2012	Banking, Insurance and General Workers Union	Original Foods Limited	Unilateral reduction of worker's salary/ rate of pay in contract
Constructive Dismissal	September 21, 2005	Seamen and Waterfront Workers Trade Union	Point Lisas Industrial Port Development Corporation	Safety in the Workplace
Constructive Dismissal	TD 274 of 1984	Managers and Supervisors Association of Trinidad and Tobago	Furness and Gordon Limited	
Constructive Dismissal	TD 28 of 1988	Union of Commercial & Industrial Workers	Holiday Inn Trinidad Ltd	
Constructive Dismissal	TD 37 of 1988	Managers and Supervisors Association of Trinidad and Tobago	Bilmor Limited	
Constructive Dismissal	July 7, 1978	Neal & Massy Holdings Ltd	National Workers Trade Union	
Constructive Dismissal	TD 5 of 1995	Bank and Employees' Union	Republic Bank Limited	Nature of Constructive Dismissal
Constructive Dismissal	April 5, 1993	National Union of Government and Federated Workers	Furness Trinidad Limited	Demotion
Constructive Dismissal	TD 63 of 1989	Managers and Supervisors Association of Trinidad and Tobago	A.A. Hodgkinson Limited	
Cost of Living Allowance (COLA)	TD 82 and 84 of 1992	Oilfields Workers' Trade Union	Trinidad Cement Limited	
D				
Disciplinary process	February 11, 2008	Oilfields Workers Trade Union	Trinidad and Tobago Electricity Commission	Due process
Dismissal - Court's decision to interfere with employer's decision	January 23, 1996	Bank and General Workers' Union	Trinidad Express Newspaper Limited	Jurisdiction
Dismissal - Fighting on the job	July 21, 1983	Well Services Limited	Oilfields Workers' Trade Union	
Dismissal - Fighting on the job	May 24, 1995	The National General Workers' Union	Consolidated Biscuit (Trinidad) Limited	
Dismissal - Fighting on the job	TD 99 of 2007	National Union of Government and Federated Workers	Pizza Boys Group of Companies	Judgment based on Witness Statements
Dismissal - Harsh, Oppressive and Contrary to good IR principles	ESD 46 of 1998	Trinidad and Tobago Airline Pilots Association	Air Caribbean Limited	

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Dismissal - Harsh, Oppressive and Contrary to good IR principles	November 14, 1980	Trinidad and Tobago Television Company Limited	Communication, Transport and General Workers' Trade Union	Collective Agreement cannot supersede the Act/ Interpretation of Collective Agreement
Dismissal - Misconduct	June 18, 1974	Electrical Industries Ltd.	Transport and Industrial Workers Union	Employees' duty to employer
E				
Employment Contract	January 26, 2012	Banking Insurance and General Workers Union	Chief Personnel Officer & Ministry of Science, Technology and Tertiary Education	CPO is the Employer
Exemplary Damages	October 22, 2012	Communication Workers' Union	The Sport Company of Trinidad and Tobago	Payment for unexpired period of contract
F				
Failure to meet and enter into negotiations	February 15, 2007	Communication Workers Union	Hilton International (Trinidad) & others	
Failure to meet and enter into negotiations	IRO 29 of 1988	Oilfields Workers' Trade Union	Lever Brothers West Indies Limited	Grievance procedure
Failure to meet and treat	April 5, 2001	Oilfields Workers Trade Union	Nestle Trinidad and Tobago Limited	
Failure to meet and treat - IRO	November 5, 1999	National Union of Government and federated Workers	Chief Personnel Officer	Change of financial year
Failure to meet and treat - IRO	January 25, 2013	National Union of Government and Federated Workers	Mr. Roger Mew - CEO; Carib Glassworks Limited; and Mr. Ancil Rampersad - Senior HRO	Company official fined
Fixed Term Contract	February 28, 2005	National Union of Government and Federated Workers	Tobago House of Assembly	Reason for termination
Fraud	March 28, 1994	All Trinidad Sugar and General Workers Trade Union	Caroni (1975) Limited	Non-observance of Company procedure
Freedom of Information Act	April 2, 2007	Ashford Sankar	Public Service Commission	
Freelancers	TD 39 of 2002	Banking, Insurance and General Workers Union	Daily News Limited	Breakdown in negotiations
G				
Grievance procedure	July 29, 1991	Oilfields Workers' Trade Union	Lever Brothers West Indies Limited	
H				

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I				
Illegal Substances/ under the influence of an intoxicant	TD 90 of 1995	All Trinidad Sugar and General Workers Union	Seereeram Brothers Limited	Employer's Obligation to rehabilitate the worker
Illegal Substances/ under the influence of an intoxicant	November 20, 2012	Communication Workers' Union	Rotoplastics Trinidad Limited	No case submission
Independent Contractor	January 28, 1994	Communication Workers Union	Besplate Trinidad Limited	Contract of Service vs. Contract for service
Independent Contractor	TD 47 of 1994	Contractors and General Workers Union	Lake Asphalt of Trinidad and Tobago (1978) Limited	Contract of Service vs. Contract for service
Independent Contractor (Contract of OR Contract for services)	March 25, 2004	Banking Insurance and General Workers Union	Air Canada	Industrial Court Jurisdiction
Industrial Action not in keeping with good industrial relations	March 11, 1983	Allied Innkeepers of Trinidad and Tobago	Communication Workers' Union	
Industrial Action not in keeping with good industrial relations	September 13, 1974	Trinidad and Tobago Meat Processors Limited	Union of Food, Hotels, and Industrial Workers	
Insubordination	July 27, 2005	National Union of Government and federated Workers	Jusamco Pavers Limited	Natural Justice - Witness cannot act as judge in a hearing
Insubordination - Gross	April 12, 1991	Secondary Schools Maintenance Training and Security Company Limited	Transport and Industrial Workers Union	Dismissal
Insubordination - Gross	September 10, 1999	Tobago Hospitality Trade Union	Mount Irvine Bay Hotel	Use of obscene language
J				
Job Abandonment	October 26, 2006	Communication Workers Union	Daco Printing Services Limited	
Job Abandonment	March 1, 2006	Oilfields Workers Trade Union	Auto Care Enterprises Limited	No case submission
Job Abandonment	June 2, 2011	Communication Workers' Union	Fair Chance Racing Service	
Job Abandonment	February 2, 2007	Communication Workers Union	Waste Disposal Limited	Balance of proof
Job abandonment	TD 13 of 1974	Dunlop Trinidad Limited	Oilfields Workers' Trade Union	
Job abandonment	November 23, 2011	National Union of Domestic Employees	Caribbean Paper and Printed Products 1993 Limited	Worker terminated the employment relationship
Job Abandonment	January 24, 2008	Oilfields Workers' Trade Union	Sunshine Enterprises Limited	Amending Evidence and Arguments
Job Abandonment - dismissal	May 26, 2011	Communication Workers' Union	Servisair Trinidad and Tobago Limited	Company dismissed the worker

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Jurisdiction of the court	IRO 44 and 45 of 1989	Transport and Industrial Workers' Union	Secondary Schools Maintenance Training and Security Company Limited	Unregistered Collective Agreement is of no effect
Jurisdiction of the court	January 17, 2005	Union of Commercial & Industrial Workers	Port Authority of Trinidad and Tobago	Worker under the meaning of the act
Jurisdiction of the court	May 12, 2011	National Workers Union	Premier Bridal Company Limited	Court unable to go beyond unresolved certificate
Jurisdiction of the court	TD A1 of 1999	Association of Technical Administrative and Supervisory Staff	Caroni (1975) Limited	Jurisdiction to Hear an application for injunction
K				
L				
Lay off	August 3, 2011	All Trinidad General Workers' Trade Union	Jesse's Court Limited	
Lay-off	July 20, 1998	Transport and Industrial Workers Union	Hand Arnold Industries Limited	Constructive retrenchment after three months lay-off
Lay-off	October 15, 2001	Dive Masters Caribbean Limited	Seamen and Waterfront Workers' Trade Union	Temporary lay-off
Lay-off	TD 34 of 1969	Union of Commercial & Industrial Workers	Granderson Bros.	Severance benefits
Length of service	November 5, 2001	Airline Superintendents' Association	Trinidad and Tobago (BWIA International) Airways Corporation & other	Summary Dismissal
Length of service	February 22, 2002	Bank and General Workers' Union	Tru Valu Supermarket	Reinstatement/ Re-employment
Length of service	April 3, 2007	Communication Workers Union	Steel Workers' Union of Trinidad and Tobago	Altering time keeping book
Length of service	November 22, 2006	Seamen and Waterfront Workers Trade Union	Port Authority of Trinidad and Tobago	Opportunity to be heard
Length of service	September 29, 2006	Oilfields Workers Trade Union	Jakob Straessle Old Grange Inn Papillon Restaurant	Equity of Worker's service
Length of service	December 15, 1999	Oilfields Workers Trade Union	Lever Brothers West Indies Limited	
Length of service	November 9, 1989	Communication Workers Union	Kirpalani's Limited	
Lockout	C 7 of 1975	Transport and Industrial Workers Union	Tractors and Machinery (Trinidad) Limited	Industrial Relations Offence
Lockout	C 8 of 1974	Transport and Industrial Workers Union	Trinidad Footwear Limited	Strike Action/ Procedure to be used in lockout and strike action
Lockout	IRO 17 of 1996	Public Services Association of Trinidad and Tobago	Tourism & Industrial Development Company of Trinidad and Tobago	Nature of an Industrial Relations Offence

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Loss of Confidence	May 2, 2011	Banking Insurance and General Workers Union	Cipriani College of Labour and Co-operative Studies	Gross misconduct
Loss of Confidence	April 15, 2011	Oilfields Workers' Trade Union	Pricesmart (Trinidad) Limited	No appearance by the Company (Ex parte)
Loss of Confidence - Dismissal	July 3, 1985	Trinidad and Tobago (BWIA International) Airways Corporation	Aviation Communication and Allied Workers Union	Improper procedure
Loss of Confidence - Dismissal	October 10, 1997	Communication Workers' Union	L. J. Williams Limited	Unauthorized possession of company information
Loss of Confidence - Dismissal	January 15, 2007	Union of Commercial & Industrial Workers	National Quarries Company Limited	Misconduct & criminal offence
Loss of Confidence - Dismissal	February 6, 2002	Contractors and General Workers Union	National Quarries Company Limited	Misconduct & criminal offence
Low productivity	October 27, 1994	Thomas Peake and Company Limited	National Union of Government and Federated Workers	Importance of documentation when disciplining
Low productivity	July 21, 2008	Communication Workers Union	Wyeth-Ayerst Laboratories Inc	Poor performance
Low productivity	July 3, 1974	Jumans Garment Factory Limited	Transport and Industrial Workers Union	Poor performance
Low productivity	January 9, 1990	Steel Workers' Association	Central Steel Trinidad Limited	Poor performance
Low productivity	July 16, 1979	Gibbons Feed (WI) Limited	Transport and Industrial Workers Union	Poor performance
M				
Management Rights	October 29, 2008	Communication Workers' Union	Telecommunications Services of Trinidad and Tobago	Restructuring and redeployment
Management Rights	April 11, 2013	Banking, Insurance and General Workers Union	Central Bank of Trinidad and Tobago	Unfair dismissal
Management Rights	July 12, 2007	Steel Workers' Union of Trinidad and Tobago	Caribbean Ispat Limited	Unilateral altering of a worker's contract
Maternity Protection	MPD 3 of 2004	National Union of Domestic Employees	High Place Enterprise Limited	
Maternity Protection	TD 102 of 2004	National Union of Government and Federated Workers	Augustus Shamkong Trading as Club Solitaire	
Maternity Protection	January 8, 2002	National Union of Domestic Employees	Carmen Ferguso	
Maternity Protection	February 22, 2013	Communication Workers' Union	Varona Limited Trading as Club De Vegas	
Maternity Protection	January 12, 2004	National Union of Government and Federated Workers	Malabar Farms Limited	Retrenchment
Maternity Protection	TD 8 of 1990 / IRO 38 of 1989	Communication Workers' Union	Gerizim Farms Limited	

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Medically Boarding	ESD 35 of 2007	Oilfields Workers Trade Union	Trinidad and Tobago Electricity Commission	Retirement
Medically Boarding	ESD 7 of 1995	Oilfields Workers Trade Union	Trinidad and Tobago Electricity Commission	Retirement
Medically Boarding	ST 20 of 2003	The Estate Police Association of Trinidad and Tobago	Point Lisas Industrial Port Development Corporation	Compulsory retirement
Medically Boarding	October 30, 2006	The Estate Police Association of Trinidad and Tobago	Point Lisas Industrial Port Development Corporation	Compulsory retirement
Medically Boarding	March 22, 2007	Oilfields Workers Trade Union	Nestle Caribbean Incorporated	Retired because of ill health
Member in good standing	December 18, 2008	Steel Workers Union of Trinidad and Tobago	Advance Health Care and Diagnostics Services Limited	
Misconduct	ESD 15 of 1988	Oilfields Workers' Trade Union	Trinidad and Tobago National Petroleum Marketing Company Limited	Alleged Criminal Act (Unconnected with work)
Misconduct	April 23, 2007	Estate Police Association of Trinidad and Tobago	Guardia Wackenhut Limited	Insubordination
Misconduct	August 11, 1982	Catelli Primo Limited	Communication Workers' Union	Sleeping on the job
Misconduct	April 10, 2003	All Trinidad Sugar and General Workers Union	Caroni (1975) Limited	Fighting
Misconduct	April 20, 2007	National Union of Government and Federated Workers	Carib Glassworks Limited	
Misconduct	October 15, 1975	Holiday Inn	Union of Food, Hotels, and Industrial Workers	Fighting
Misconduct	June 21, 2001	Union of Commercial & Industrial Workers	T & T News Centre	Habitual acts of misconduct
Misconduct	September 26, 1969	Texaco Trinidad Inc.	Oilfields Workers Trade Union	
Mitigation damages	September 22, 2011	Communication Workers Union	Illuminat (Trinidad and Tobago) Limited	
N				
Negligence	April 21, 1998	Dalton Eugene	Trinidad and Tobago Electricity Commission	Personal Injuries
Negligence	December 11, 2009	Zorisha Khan	Pricesmart Trinidad Limited	Reasonable care of employer to provide safe work environment
No Case submission - Preliminary point	October 17, 1995	Oilfields Workers Trade Union	Gulf Marine Services Limited	Negligence
No Case submission - Preliminary point	May 12, 1995	Steel Workers' Union of Trinidad and Tobago	Caribbean Ispat Limited	Unauthorized removal of Company property
No Case submission - Preliminary point	November 20, 2012	Communication Workers' Union	Rotoplastics Trinidad Limited	Use of illegal substances

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No Work, No Pay	March 12, 2001	Public Services Credit Union Cooperative Society Limited	Banking, Insurance and General Workers' Union (Formerly Bank and General Workers' Union)	Principle of no work no pay
Non-payment of terminal benefits	TD 228 of 1998	Bank and General Workers' Union	Export-Import of Trinidad and Tobago	
O				
Opportunity to be heard	February 1, 2013	Public Services Association	North Central Regional Health Authority	
Opportunity to be Heard	April 15, 2011	Banking, Insurance and General Workers Union	Malabar Farm Food Services Limited	Practice to be followed when terminating
Opportunity to be Heard	March 26, 2007	Banking, Insurance and General Workers Union	Mecalfab Limited	
Opportunity to be heard	September 23, 1980	Water and Sewerage Authority	National Union of Government and Federated Workers	Natural Justice - Penalty did not match the offence
Opportunity to be Heard	October 19, 2001	Tobago General Workers Trade Union	Palm Tree Village	
Opportunity to be heard	July 26, 2012	Communication Workers' Union	Rotoplastics Trinidad Limited	
Opportunity to be heard	May 29, 2012	Communication Workers' Union	Mario's Pizzeria Limited	Disciplinary procedure
Opportunity to be Heard	October 12, 2007	National Union of Government and Federated Workers	Ridgewood Towers Limited	Length of service 13yrs
Opportunity to be Heard	March 17, 2005	Banking, Insurance and General Workers Union	Cariflex Limited	Summary Dismissal
Opportunity to be Heard	April 13, 2000	All Trinidad Sugar and General Workers Union	Caroni (1975) Limited	Natural Justice
Opportunity to be Heard	January 12, 2012	Banking, Insurance and General Workers Union	TCM Lease and Rental Limited	Sexual Harassment
Opportunity to be Heard	TD 98 of 1977	Barclays Bank of Trinidad and Tobago	Barclays Employees Union	Fair Trial
OSHA	Application No. OSHA 001 of 2008	Occupational Safety and Health Authority	N&S Electrical Company Limited	
OSHA	OSHA Complaints 11 of 2007	The Inspector of Factories	Turner Alpha Limited	
OSHA	OSHA Complaints 1-4 of 2007	The Inspector of Factories	NH International (Caribbean) Limited	
OSHA	OSHA Complaints 5-10 of 2007	The Inspector of Factories	Safeway Access and Support Systems Limited	

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P				
Poor Performance	October 3, 2000	Transport and Industrial Workers' Union	Royal Bank of Trinidad and Tobago Limited	Opportunity to improve performance given
Principles governing shop stewards	July 20, 2012	National Union of Government and Federated Workers	Zoological Society of Trinidad and Tobago	Union officials
Probation	July 18, 2007	Public Services Association of Trinidad and Tobago	Petroleum Company of Trinidad and Tobago	Extension of Probationary period not communicated
Probation	TD 313 of 1978	Tru Fit Garment Factory Limited	All Trinidad Sugar Estates and Factories Workers' Trade Union	
Probation	TD 36 of 1980	Citibank N.A.	Bank and General Workers' Union	Leave
Probation	November 25, 1998	National Union of Government and Federated Workers	Caribbean Bottlers [Trinidad and Tobago] Limited	Rights & obligations of Employer regarding the probationer
Probation (definitions)	November 10, 2005	The Association of Technical, Administrative and Supervisory Staff	Grace Kennedy (Trinidad and Tobago) Limited	Job description and performance appraisal
Procedural Judgment	April 22, 2013	Public Services Association of Trinidad and Tobago	Water and Sewerage Authority	Application for summary judgment denied
Procedural Violation	October 12, 2007	Bank Employees' Union	Scotia Bank (Trinidad and Tobago) Limited	Progressive form of Discipline
Progressive form of discipline	April 9, 1992	Seamen and Waterfront Workers Trade Union	National Flour Mills	Terms and conditions of employment
Promotion	TD 204 of 1998	National Petroleum Staff Association	Petroleum Company of Trinidad and Tobago	
Promotion	TD 216 of 1998	Oilfields Workers' Trade Union	Petroleum Company of Trinidad and Tobago	Managerial Position
Q				
R				
Reclassification	April 10, 2008	Public Services Association	Chief Personnel Officer	
Redundancy	TD 152 of 1967	National Union of Government and Federated Workers	Cannings & Co. Limited	
Redundancy	February 6, 2007	Communication Workers' Union	Maibrol Insurance Brokers Limited	Termination while on vacation/ Worker's duty to mitigate
Refusal to carry out a legitimate order - Comply then complain	June 24, 2004	Oilfields Workers Trade Union	Trinidad and Tobago Electricity Commission	

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Refusal to confirm employee	TD 10 of 2005	Oilfields Workers Trade Union	Tobago Nutrition Co-operative Society	Worker acting in the position
Remit of Trade Dispute to parties for resolution	TD 205 of 2003	Association of Technical Administrative and Supervisory Staff	Caroni [1975] Limited	
Retirement	TD 111 of 1992	Transport and Industrial Workers Union	Ferreira Optical Limited	Forced retrenchment
Retirement	TD 244 of 1998	Communication Workers Union	Hilton (Trinidad and Tobago) Limited	
Retirement	TD 335 of 1986	Managers and Supervisors Association of Trinidad and Tobago	Richmond Service Centre	Jurisdiction of the Court
Retrenchment	RSBD 28 of 1991	National General Workers' Union	Queensway Limited	Severance benefits
Retrenchment	RSBD 4 of 1996	Oilfields Workers' Trade Union	Schlumberger Trinidad Inc.	Severance benefits denied
Retrenchment	RSBD 41 of 1987	George Ferguson	Southern Welding and General Contractors Limited	
Retrenchment	RSBD 83 of 1986	Seamen and Waterfront Workers Trade Union	Aviation Services of Trinidad and Tobago	Retrenchment claims - time limit
Retrenchment	TD 106 of 1991	Amalgamated Workers' Union	Pan American Standard Brands Incorporated	LIFO Principle not applicable to seniority only
Retrenchment	TD 119 of 1993	Seamen and Waterfront Workers Trade Union	Port Authority of Trinidad and Tobago	Onus on Company to prove redundancy
Retrenchment	TD 160 of 2004	Oilfields Workers Trade Union	Trico Industries Limited	
Retrenchment	April 15, 2008	National Union of Government and Federated Workers	Winli Limited	
Retrenchment	October 17, 2007	National Union of Government and Federated Workers	Metal Wear Limited	Consultation/ Onus of proof
Retrenchment	TD 41 of 1985	The Public Services Association	National Insurance Property Development Company Limited	Non Application of LIFO principle
Retrenchment	TD 5 of 1999	Tobago General Workers' Trade Union	Coco Reef Hotel and Spa	
Retrenchment	TD 63 of 1978	North American Life Assurance Company Limited	Union of Commercial and Industrial Workers	Redundancy
Retrenchment	TD 91 of 1996	Oilfields Workers' Trade Union		Redundancy
Retrenchment	TD 4 of 1991	Transport and Industrial Workers' Union	Trinidad Distribution Limited	Restructuring
Retrenchment	TD 48 of 1981	Communication Workers' Union	Holiday Inn Trinidad Ltd	Claims of Victimization
S				
Salary	December 8, 1995	Trinidad and Tobago Union of Commercial and Industrial Workers	Eric Solis Marketing Company Limited	
Severance Benefits	RSBD 5 of 2000	Bank and General Workers' Union	Automotive and Industrial Paints Limited	Circumvention of Swan Hunter Decision

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Severance Benefits	TD 98 of 1990	Union of Commercial & Industrial Workers	Stephen and Ross Ltd.	Severance benefits following resignation
Sexual Harassment	TD 17 of 1995	Bank Employees' Union	Republic Bank Limited	Dismissal
Speculation	TD 25 of 1966	Union of Commercial & Industrial Workers	Stephens, Todd and Fogarty Limited	
Standard of proof	TD 142 of 1977	Lever Brothers (West Indies) Limited	Oilfields Workers Trade Union	Fair Trial
Strike Action	TD 118 of 1981	Trinidad Express Newspapers Limited	Aggression in strike action	
Strike Action	TD 60A of 1979	Caribbean Packaging Industries Limited	Oilfields Workers' Trade Union	
Summary Dismissal	ESD 32 of 1998	Trinidad and Tobago Airline Pilots Association	Air Caribbean Limited	Harsh and Oppressive
Summary Dismissal	April 17, 2013	National Workers' Union	Kreekon Contracting Company Limited	Advocates are not to burden Court with issues that formed no part of worker's dismissal
Summary Dismissal	TD 31 of 1988	Bank and General Workers' Union	The Bomb Newspaper	Duty of care of the employee
Summary Dismissal	October 7, 2005	Oilfields Workers Trade Union	Sentinel Security Services Limited	
Summary Dismissal	December 15, 2011	Banking, Insurance and General Workers Union	Interior Harmony Company Limited	No Workplace Investigation
Summary Dismissal	TD 61 & 63 of 1997	Tobago Hospitality Trade Union	Grafton Beach Resort	Breach of Natural Justice
T				
Temporary lay-off	TD 161 of 1986	Oilfields Workers' Trade Union	Trinidad Pipe Limited	Severance payments
Temporary Workers	IRO 3 of 1991	Communication Workers' Union	Diana Investments Limited	Industrial Action - lockout
Temporary Workers	TD 116 of 1981	Auto Rentals Limited	All Trinidad Sugar and General Workers Union	
Theft - Dismissal	TD 124 of 2004	National Union of Government and Federated Workers	Wonderful World Limited	
Theft - Dismissal	TD 140 of 1977	Trinidad Rubber Products Limited	Union of Commercial and Industrial Workers	Unlawful removal of Company's property
Theft - Dismissal	TD 181 of 1980	Alston's Building Enterprises Limited	National Union of Government and Federated Workers	Breach of Collective agreement
Theft - Dismissal	TD 2 of 1996	Oilfields Workers Trade Union	Petroleum Company of Trinidad and Tobago	Unlawful removal of Company's property
Theft - Dismissal	TD 8 of 1992	Communication Workers Union	Hilton International (Trinidad)	Unlawful removal of Company's property

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U				
Unauthorized absence from work	TD 15 of 1990	Managers and Supervisors Association of Trinidad and Tobago	Fox International	Medical certificate insufficient
Unauthorized absence from work	TD 82 of 1975	Supermix Feeds Trinidad Limited	Transport and Industrial Workers Union	Summary Dismissal
Unauthorized removal of Company property	TD 162 of 1996	All Trinidad Sugar and General Workers' Union	Caroni [1975] Limited	Natural Justice - Opportunity to cross examine
Unauthorized removal of Company property	TD 24 of 1984	National Quarries Company Limited	Contractors and General Workers Trade Union	Unsatisfactory work performance
Under the influence of an intoxicant alcohol	TD 127 of 1999	National Union of Government and federated Workers	Caribbean Development Company Limited	
Unfair dismissal	IRO 10-13; 14A-B; 15 A-B of 1989	Transport and Industrial Workers' Union	Neal and Massy Industries Limited	Termination of Contract of Employment
Unilateral Change to Contract of Employment	February 22, 2011	National Workers' Union	North Central Regional Health Authority	
Union's conduct/ behaviour	July 22, 2009	National Union of Government and Federated Workers	Trinidad and Tobago Housing Development Corporation	Procedure at inquiries
V				
Vacation leave	ESD 7 of 2000	The Superintendents' Association	BWIA Internationals Airways Limited	Forced Vacation leave
Vacation Leave	TD 122 of 1990	The University and Affiliated Workers Union	University of the West Indies	
Verbal dismissal	March 9, 2012	National Workers' Union	B.H. Rose Limited	Manager's use of profanity towards worker
Voluntary Separation (VSEP)	TD 125 of 1999	Oilfields Workers' Trade Union	BP (Formerly AMOCO)	Compulsory retrenchment
W				
Worker - Under the Meaning of the Act	January 14, 2011	Point Lisas Industrial Development Corporation Limited	Steel Workers' Union of Trinidad and Tobago	
Worker - Under the Meaning of the Act	TD 43 of 2001	Oilfields Workers Trade Union	National Petroleum Company of Trinidad and Tobago Limited	Remittal by the Industrial Court to the Minister
Worker - Under the Meaning of the Act	November 8, 2011	Oilfields Workers Trade Union	National Enterprise Development Company Limited	
Worker - Under the Meaning of the Act	July 20, 2012	Banking, Insurance and General Workers Union	Tobago Hospitality and Tourism Institute	Job description

PRIMARY ISSUE	DATE OF DELIVERY/ DISPUTE NUMBER	PARTIES		OTHER ISSUES HIGHLIGHTED
Workmen's Compensation	W.C. 149 of 2001	Gangadhar Ramdial	Trinidad and Tobago Electricity Commission	Reasonable cause - delay in applying for compensation
Workmen's Compensation	W.C. 255 of 1993	Leo Williams	Telecommunications Services of Trinidad & Tobago	
Workmen's Compensation	W.C. 5 of 1994	Frankie Caton	Trinidad Cement Limited	
Wrongful dismissal	TD 351 of 1997 / A6 of 1997	Association of Technical Administrative and Supervisory Staff	Caroni [1975] Limited	Violation of Industrial practices
Wrongful dismissal	TD 370 of 1997	Bank and General Workers' Union	Trinidad and Tobago Unit Trust Corporation	Dispute Resolution Procedure under the IRA
Wrongful dismissal	TD 91 of 1986	Bank and General Workers' Union	Trinidad Express Newspapers Limited	Damages
Wrongful dismissal	TD 99 of 1994	Oilfields Workers' Trade Union	Trinidad and Tobago National Petroleum Company Limited	Breach of Industrial Relations Practices
Wrongful Retrenchment	TDs 10 & 12 of 1998	Transport and Industrial Workers Union	C.G.A Limited	LIFO Principle
X				
Y				
Z				
Zero-tolerance Policy	November 20, 2012	Communication Workers' Union	Rotoplastics Trinidad Limited	No case submission