

S.I. 19 of 1985

TRADE DISPUTES ACT 1976.
(1976 No. 7)

Trade Dispute (National Union of Food, Beverages and Tobacco Employees and
Management of Cadbury Nigeria Limited)

Confirmation of Award Notice 1985

Pursuant to the provisions of section 9 (3) of the Trade Disputes Act, 1976, the Industrial Arbitration Panel award made on 28th January, 1985 and set out in the Schedule hereto has been confirmed by me, the Minister of Employment, Labour and Productivity and shall have effect as so confirmed in accordance with those provisions.

SCHEDULE

<i>Name of Arbitration, etc.</i>	<i>Parties in Dispute</i>	<i>Terms of Award</i>
Industrial Arbitration Panel.	National Union of Food, Beverages and Tobacco Employees and Management of Cadbury Nigeria Limited.	<p>“(a) That on its true construction, the said agreement was not misapplied by management setting up investigation panels that did not include union representatives;</p> <p>(b) However, the Tribunal finds that the suspension of the workers, done as a result of the ‘incident’ of 18th May, 1982, was contrary to the parties intention behind the agreement. The Tribunal therefore awards that all the workers suspended following the ‘violent’ industrial action of 18th May be paid in full their salaries and other entitlements accruing if any, for the whole period of the suspension;</p> <p>(c) As opposed to the suspension, the termination of the appointments of the 19 employees—who, the Tribunal finds do not comprise all the company’s shop stewards—is not wrongful in all cases. It is wrongful with respect to 7 only and quite in order as regards the remaining twelve. The Tribunal therefore directs that the 7 employees be paid their salaries and other entitlements in full up to the date of this award and then declared redundant. The seven are :—</p>

1. I. I. Udofia
2. P. Ogbebor
3. O. D. Abengowe
4. N. Yusuf
5. M. Ugwuoke
6. E. E. Udoh
7. R. M. Akinyemi

The 12 other persons, termination of whose appointments with full benefits is upheld above, are :—

1. M. Saibu
2. A. Amodu
3. W. K. Odofin
4. S. K. Adeyemi
5. N. Odusanmi
6. B. A. Omole
7. M. Ashimi
8. J. O. Isuekebhor
9. I. Ehisianya
10. J. P. Okon
11. P. U. Agbochikwu
12. P. A. Adeola

DATED at Lagos this 25th day of June 1985.

MAJOR-GENERAL SOLOMON OMOJOKUN,
*Minister of Employment, Labour
and Productivity*

EXPLANATORY NOTE

*(This note does not form part of the above Notice but is
intended to explain its effect)*

This Notice confirms the award made by the Industrial Arbitration Panel in respect of the trade dispute which arose between the National Union of Food, Beverages and Tobacco Employees and the Management of Cadbury Nigeria Limited.