



ASSOCIATE JUSTICE
SUPREME COURT OF LIBERIA



JUDICIAL BRANCH
TEMPLE OF JUSTICE
MONROVIA, LIBERIA

IN THE HONORABLE SUPREME COURT OF THE REPUBLIC OF LIBERIA MARCH
TERM, A.D. 2015

BEFORE HIS HONOR: FRANCIS S. KOROPOR, SR.....CHIEF JUSTICE
BEFORE HIS HONOR: KABINEH M. JA'NEH..... ASSOCIATE JUSTICE
BEFORE HER HONOR: JAMESETTA H. WOLOKOLIE..... ASSOCIATE JUSTICE
BEFORE HIS HONOR : PHILIP A.Z. BANKS, III.....ASSOCIATE JUSTICE
BEFORE HER HONOR: SIE-A-NYENE G. YUOH..... ASSOCIATE JUSTICE

The Management of Hsiac G. M. Trading Company)
of the City of Monrovia, Liberia..... APPELLANT)

Versus)

APPEAL

Her Honor Comfort S. Natt, Judge, National)
Labour Court, Mr. Reginald W. Doe, Director/)
Hearing Officer, Ministry of Labour and J. Maxwell)
, et al, also of the City of Monrovia,)
Liberia..... APPELLEES)

GROWING OUT OF THE CASE:

The Management of Hsiao G. M. Trading Company)
of the City of Monrovia, Liberia.....PETITIONER)

Versus)

PETITION FOR APPEAL
JUDICIAL REVIEW

Hen Honor Comfort S. Natt , Judge , National)
Labour Court, Mr. Reginald W. Doe , Director/)
Hearing Officer, Ministry of Labour and J. Maxwell)
et al, also of the City of Monrovia,)
Liberia.....RESPONDENTS)



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ASSOCIATE JUSTICE
 SUPREME COURT OF LIBERIA

GROWING OUT OF THE CASE:

Messrs, J. Maxwell Sando et al , also of the City of
 Monrovia, Liberia.....COMPLAINANTS)

UNFAIR LABOUR
PRACTICE

Versus)

The Management of Hsiao G. M. Trading Company)
 of the City of Monrovia, Liberia.....DEFENDANT)

JUDGMENT:

When this case was called for hearing, Counsellor Nyenati Tuan of the Tuan Wreh Law Firm, appeared for the appellant. Counsellor Yamie Quiqui Gbeisay of the Tiala & Associates Law Associates, Inc., appeared for the appellees.

Having carefully reviewed the records, listened to the arguments and contentions advanced by the counsels representing the parties, and reviewed the laws controlling in this case, it is hereby

ADJUDGED:

That even though the appellant neglected to show up and contest the complaint made by the appellees, the appellees/complainants were legally bound to substantiate all of their claims by presenting preponderance of the evidence which they failed to fully comply with.

Wherefore and in view of the foregoing, the ruling of the National Labor Court, confirming the ruling of the Hearing Officer, Ministry of Labor, is confirmed in part and reversed in part. We confirm the aspect of the ruling holding the appellant liable to the appellees for the period of their suspension. That is, Co-appellees J. Maxwell Sando and Bill Larblah shall be paid for one (1) month each and Co-appellee Saywon Saye Domingo, two months.

We reverse the award granting annual leave, overtime, rest period, and pension, these not having been substantiated.



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Concerning the reversal of the award for annual leave, overtime rest period and pension, the National Labor Court is mandated to instruct the Hearing Officer, Ministry of Labor, to have the appellant produce employment records of the appellees to determine appellees' claims and entitlements.

Accordingly, the National Labor Court shall ensure that this mandate is enforced within three months (3) as of the date of this judgment.

The Clerk of this Court is ordered to send a mandate to the National Labor Court to resume jurisdiction over this matter and give effect to this judgment. **AND IT IS HEREBY SO ORDERED.**

GIVEN UNDER OUR HANDS AND THE SEAL
OF THE SUPREME COURT OF LIBERIA, THIS
7TH DAY OF AUGUST A.D. 2015

FRANCIS S. KORKPOR, SR.
CHIEF JUSTICE, SUPREME COURT OF LIBERIA

KABINEH M. JA'NEH
ASSOCIATE JUSTICE, SUPREME COURT OF LIBERIA

JAMESETTA H. WOLOKOLIE
ASSOCIATE JUSTICE, SUPREME COURT OF LIBERIA

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