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PRESS RELEASE

Severance Entitlements Following CCJ's Judgment

Belmopan, February 24, 2026.

The Ministry of Immigration, Governance and Labour, through the Labour Department, wishes to provide general guidance to employers, employees, and the public following recent public discussions arising from the judgment delivered by the Caribbean Court of Justice (CCJ) concerning severance entitlements in the matter of *Marin et al. v Belize Telemedia Limited (BTL)* CCJ Appeal No BZCV2025/002.

The Labour Department notes that the judgment relates specifically to the parties involved in that case and does not determine claims outside of the matters considered by the Court. However, as with all judgments of the CCJ, the judgment provides legal interpretation of existing provisions under Belize's Labour Act.

The Department wishes to emphasize that severance pay remains a statutory entitlement governed by the Labour Act and that each employment matter must be assessed based on its individual facts.

Employers and employees are reminded that entitlement to severance benefits depends on several factors, including the nature of termination, applicable agreements, and compliance with statutory requirements.

The Ministry further wishes to clarify that questions relating to historical employment arrangements, payment of interest, or outstanding benefits should be addressed individually in the context of the law and in accordance with established legal procedures.

Where concerns arise, employers and employees are encouraged to engage constructively through dialogue, conciliation, or negotiated settlement, which the Labour Department can facilitate.

The Labour Department remains committed to providing balanced, impartial, and lawful guidance to both employers and employees and continues to promote fair labour practices consistent with its mandate, national legislation, and judicial authority.

The Ministry encourages all stakeholders to exercise prudence and to obtain proper advice to determine whether the judgment could be a guide for their individual circumstances. Members of the public are encouraged to seek clarification directly from the Labour Department.

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For further information, please contact:

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