

**COMMONWEALTH OF THE BAHAMAS
INDUSTRIAL TRIBUNAL**

**No. IT / NES / No. 27 and 40 of 2018
(Consolidated)**

In The Matter of The Industrial Relations Act

BETWEEN

VERANIQUE COLLIE

Applicant

and

BAF FINANCIAL

Respondent

AND BETWEEN

LAKEISHA DELEVEAUX

Applicant

and

BAF FINANCIAL

Respondent

APPEARANCES: Ms. Lakeisha Deleveaux Pro Se
Ms. Veranique Collie Pro Se
Mrs. Justine Smith along with Ms. Vanessa Hall for the Respondent

BEFORE: Her Honour Acting Vice President Simone I. Fitzcharles

ORDER ON DIRECTIONS

WHEREAS:

- 1) The trial of this consolidated matter was set to commence on 30th July 2019.

- 2) The Applicant, Ms. Collie, indicated to the Tribunal that there were additional papers that she needs to file to prove her claim. Additionally, Ms. Collie wanted to present more legible copies of some of the papers.
- 3) The Applicants took the decision not to proceed with:
 - (i) their application to request the attendance of Sandy Morley as a witness and for his production of documents; and
 - (ii) their request to have Vanessa Albury attend as a witness to be cross examined as previously agreed and annotated in a case management Order of the Tribunal.
- 4) The Respondent's counsel indicated that the Respondent did not require Vanessa Albury to attend to give evidence as the testimony of Deborah Parker would be adequate to cover matters which Ms. Albury intended to address at trial.
- 5) The Respondent requested that any new evidence contained in recently filed (January 2019) legal submissions from both Applicants be filed in witness statements for the purposes of cross examination by the Respondent.
- 6) The Tribunal determined that the interest of conducting the hearing of this matter so as to ensure the clarification of the issues before the Tribunal and the just handling of the proceedings, pursuant to Section 57 of the Industrial Relations Act, Chapter 321, necessitate that the Tribunal give further directions to the parties.

IT IS HEREBY ORDERED as follows:

1. On or before Tuesday 13 August 2019, the Applicant, Ms. Collie, shall file and serve on the Respondent's counsel a supplemental bundle of documents containing additional papers or evidence which she wishes to present in proof of her claim, and the Respondent shall file and serve on Ms. Collie its response to the additional evidence on or before Friday 23 August 2019.
2. On or before Tuesday 13 August 2019, each of the Applicants shall file and serve on the Respondent's counsel respective supplemental witness statements containing any new

evidence which was recently filed in January 2019 by the Applicants in their legal submissions which pertained to the issues of 'Independent Contractors' and 'Releases'.

3. The Tribunal does not require the attendance of Ms. Vanessa Albury and Mr. Sandy Morley as witnesses for the trial.
4. The trial of this consolidated matter is adjourned to take place on Wednesday 4 September 2019, Thursday 5 September 2019 and Friday 6 September 2019 commencing at 10:00 o'clock in the morning on each day.
5. The parties shall have liberty to apply for further directions and / or to vary these directions.

AND THIS IS THE ORDER OF THIS TRIBUNAL

Dated this 30th day of July A.D. 2019

Her Honour

Simone I. Fitzcharles
Vice President (Acting)