

**COMMONWEALTH OF THE BAHAMAS**

**No. IT/ NES/ 166 of 2019**

**INDUSTRIAL TRIBUNAL**

In The Matter of The Industrial Relations Act

And

In the Matter of the Industrial Relations (Tribunal Procedure) Rules 2010

**BETWEEN**

**LONA BROWN**

Applicant

AND

**GRAYCLIFF CIGAR COMPANY / INNOVATIVE JOB SOLUTIONS**

Respondent

**BEFORE:** Her Honour Vice President Simone I. Fitzcharles

**APPEARANCES:** Ms Lona Brown (Applicant Pro Se)

Mr Jason Fernander for the Respondent

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**ORDER ON DIRECTIONS**

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**WHEREAS:**

- 1) By Certificate of Referral of a Trade Dispute dated 28 October 2019, the Minister referred the subject dispute to the Industrial Tribunal;
- 2) Pursuant to Rule 3(1) of the Industrial Relations (Tribunal Procedure) Rules, 2010 a Notice for presentation of an Originating Application was issued by the Secretary of the Industrial Tribunal to the Applicant on 5 December 2019;
- 3) The Applicant filed an Originating Application (Form A) in the Industrial Tribunal on 16 December 2019;
- 4) Pursuant to Rule 4 of the Industrial Relations (Tribunal Procedure) Rules, 2010 a Notice of the Originating Application (Form C) was issued by the Tribunal to the Respondent on 16 December 2019;

- 5) No Notice of Appearance (Form D) or Defence was filed by the Respondent;
- 6) This matter was listed for a Case Management hearing on 15 July 2020 which was served on the Applicant and on the Respondent on 29 June 2020;
- 7) The Respondent admitted that it owed Ms Brown salary for IT work she performed for the period from 1 July 2019 through 17 July 2019. Ms Brown stated she was willing to accept \$300 in settlement of that issue;
- 8) The Respondent contested the remainder of the claim which is for 9 days' salary for Accountant Assistant and IT work, respectively, which the Applicant submits was payable during her period of suspension.

**IT IS HEREBY ORDERED** as follows:

- 1. The Respondent shall pay the Applicant forthwith the sum of \$300.00 in respect of salary the Respondent admits it owes to the Applicant for the period from 1 July 2019 through 17 July 2019;**
2. The hearing of the remaining dispute in this matter shall take place at 11:30 am on Monday 20<sup>th</sup> July 2020;
3. The Applicant and the Respondent shall attend with all documents they wish to bring to the attention of the court to support their respective positions at the hearing; and
4. Each party shall be at liberty to call up to one (1) witness.

**AND THIS IS THE ORDER OF THIS TRIBUNAL**

Dated this 15<sup>th</sup> day of July A.D. 2020.

Her Honour

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**Simone I. Fitzcharles**  
**Vice President**