

In the Matter of the Industrial Relations Act, Chapter 321

And

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

BETWEEN:

CINDY COX

APPLICANT

v

BAHAMAS TECHNICAL & VOCATIONAL INSTITUTE

RESPONDENT

APPEARANCES: Hilbert Collie on behalf of the Applicant

Rashied Edgecombe on behalf of the Respondent

BEFORE: Her Honour, President Indira N. Demeritte-Francis

ORDER

- (1) By Certificate of Referral dated 22nd January, 2020 the Minister referred the subject dispute to the Industrial Tribunal; and
- (2) In accordance with Rule 3 (1) of the Industrial Relations (Tribunal Procedure) Rules, 2010 a Notice for an Originating Application – Form A was sent on 11th February, 2020 by the Secretary, to the Tribunal, to the Applicant; and
- (3) Upon receipt by the Applicant of the Notice for an Originating Application the Applicant filed an Originating Application in the Tribunal on 24th February, 2020; and
- (4) A Notice of Application to the Respondent – Form C and a Notice of Appearance - Form D was sent to the Respondent on the 24th February, 2020; and

- (5) That no Notice of Appearance - Form D or Defence – Form E was filed in the Tribunal by the Respondent; and
- (6) Pursuant to Rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set a fixture for the Case Management Hearing for Directions on the 5th October, 2020; and
- (7) The Applicant and Respondent appeared on the day of hearing, after a brief adjournment, both parties informed the Tribunal that the matter has been settled; and
- (8) The Respondent has agreed to the terms of the settlement which are outlined in a letter to the Applicant exhibited below;



8th October, 2020

Bahamas
Technical & Vocational Institute
Old Trail Road P. O. Box N-4934 Nassau, Bahamas
Tel: (242) 502 6300 Fax: (242) 393 4005

OUR REF: BTVI/CF/246

Mrs. Cindy Cox
Executive Assistant
Student Affairs
Bahamas Technical & Vocational Institute
Nassau, The Bahamas

Dear Mrs. Cox:

Re: Letter of Suspension on File

Reference is made to the Cox vs. BTVI hearing at the Industrial Tribunal which was referred to a conference room for discussion between parties for a resolution Monday October 5, 2020.

Based on the above mentioned and the agreement, we hereby write to advise that the letter of suspension will remain on file for two (2) years with effect from September 17, 2019. At the end of the two (2) year period on September 16, 2021, the letter of suspension will be removed from your personal file at the Bahamas Technical and Vocational Institute.

Sincerely,

Dr. Robert Robertson
President

ZW/

Zakia Winder
AVP of Administrative Services

Cc: Director of Legal Affairs, Attn: Rashied Edgecombe
Attorney, Mr. Hilbert Collie



Bahamas
Technical & Vocational Institute

THE DECISION OF THE TRIBUNAL IS AS AGREED AND THEREFORE IT IS SO ORDERED:

- (9) The Originating Application filed in the Industrial Tribunal on 24th February, 2020 is decided accordingly pursuant to Rule 12(1)(b) of the Industrial Relations (Tribunal Procedures) Rule 2010 and is hereby marked Settled.

AND THIS IS THE ORDER OF THIS TRIBUNAL

DATED THIS, 8th October, 2020

Indira N. Demeritte – Francis

President

Industrial Tribunal