

**COMMONWEALTH OF THE BAHAMAS
INDUSTRIAL TRIBUNAL**

IT / NES / No. 103 of 2019

In The Matter of The Industrial Relations Act

And

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

BETWEEN

BAHAMAS HOTEL MAINTENANCE & ALLIED WORKERS UNION

And

JERMAINE McQUEEN

Applicants

AND

WEST BAY MANAGEMENT d/b/a SANDALS ROYAL BAHAMIAN

Respondent

APPEARANCES: Mr Hilbert Collie for the Applicants
Mrs Lakeisha Hanna for the Respondent

BEFORE: Her Honour Vice President Simone I. Fitzcharles

ORDER ON DIRECTIONS

WHEREAS:

- 1) By Certificate of Referral of a Trade Dispute dated 28 August 2014, 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 20 February 2015;
- 3) The Applicant filed an Originating Application (Form A) in the Industrial Tribunal on 19 March 2015;
- 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 21 May 2015;
- 5) No Notice of Appearance (Form D) or Defence (Form E) were entered by the Respondent by reason of service issues.
- 6) The trial proceeded in the Tribunal and a Decision was handed down on 20 October 2017, which was subsequently set aside by Order of the Court of Appeal given on 18 December 2018.
- 7) The matter was referred by the Court of Appeal to the Tribunal for a new hearing. This matter was listed for a Case Management hearing on 11 May 2021.

IT IS HEREBY ORDERED as follows:

1. The Respondent shall file its Defence (Form E) and serve the same on the Applicants on or before Tuesday 25 May 2021;
2. The Applicants shall file their Witness Statements and Bundle of Documents and serve the same on the Respondent on or before Tuesday 15 June 2021;
3. The Respondent shall file its Witness Statements and Bundle of Documents and serve the same on the Applicants on or before Tuesday 6 July 2021;
4. Each party shall be at liberty to call up to three (3) witnesses;
5. The Applicants shall file and serve their Skeleton Arguments and Authorities on the Respondent on or before Tuesday 20 July 2021;

6. The Respondent shall file and serve its Skeleton Arguments and Authorities on the Applicants on or before Tuesday 3 August 2021; and
7. 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 11th day of May A.D. 2021.

Simone I. Fitzcharles
Vice President