

**COMMONWEALTH OF THE BAHAMAS**

**IT/NP2020-81**

**INDUSTRIAL TRIBUNAL**

**NEW PROVIDENCE**

In the Matter of the Industrial Relations Act, Chapter 321

And

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

**BETWEEN:**

**FELICIA KNOWLES**

**APPLICANT**

v.

**DUTY FREE CARIBBEAN (BAHAMAS LIMITED) D/B/A COLOMBIAN EMERALDS INTERNATIONAL**

**RESPONDENT**

**APPEARANCES:** Mr. Errol McKinney on behalf of the Applicant

Mr. Cedric Moss behalf of the Respondent

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

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**ORDER ON DIRECTIONS**

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**WHEREAS:**

- (1) By Certificate of Referral dated 4<sup>th</sup> September, 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 24<sup>th</sup> September, 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 the 17<sup>th</sup> December, 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 18<sup>th</sup> January, 2021; and
- (5) That a Notice of Appearance - Form D was filed on 25<sup>th</sup> January, 2021 and a Defence – Form E was filed on 8<sup>th</sup> February, 2021 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 on the 19<sup>th</sup> April, 2021 for the Case Management Hearing for Directions; and

**IT IS HEREBY ORDERED** by consent of the parties:

- a. That the Applicant and Respondent will file Skeletons, Witness Statements and Submissions on or before 28<sup>th</sup> May, 2021.
- b. That there will be a mutual exchange of bundles.
- c. That the parties agreed to an estimated two (2) days of hearing.
- d. That the parties agreed that the Applicant will call two (2) witnesses and the Respondent will call three (3) witnesses.
- e. That the parties will continue settlement discussions and will inform the Tribunal if a position is agreed.

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

DATED THIS, 19<sup>th</sup> April, 2021

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Indira N. Demeritte – Francis

President

Industrial Tribunal