

**INDUSTRIAL TRIBUNAL**

**COURT #1 SAFFREY SQUARE, EAST & BAYSTREET, NEW PROVIDENCE,  
COMMONWEALTH OF THE BAHAMAS**

**Before**

**MRS. INDIRA N. DEMERITTE-FRANCIS (PRESIDENT)  
(SITTING ALONE)**

---

**KEITH DAVIS**

**APPLICANT**

**HUMAN RESOURCES BUSINESS  
SOLUTIONS & MARKETING**

**RESPONDENT**

---

**ORDER ON DIRECTIONS**

---

**APPEARANCES**

For the Applicant

Mr. Franklin D.C. Carter  
Representative  
#18 San Souci Rd.  
Nassau, The Bahamas.

For the Respondent

Ms. Sonja Toote  
Owner  
Human Resources  
Business Solutions &  
Marketing  
Nassau, The Bahamas.

**WHEREAS:**

- (1) By Certificate of Referral dated March 24, 2021 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 April 15, 2021 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 May 5, 2021; and
- (4) A Notice of Application to the Respondent – Form C and a Notice of Appearance - Form D was sent to the Respondent on May 7, 2021; and
- (5) That a Notice of Appearance - Form D was filed on May 25, 2021 and a Defence – Form E was filed on June 15, 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 July 14, 2021 for the Case Management Hearing for Directions; and
- (7) That Mr. Carter appeared on behalf of the Applicant and Ms. Toote appeared for the Respondent on the date fixed for Case Management; and
- (8) During that time, Mr. Carter requested that the Tribunal consider joining Myers Group of Companies, George Myers in his personal capacity and Luciano's of Chicago to this matter before the Tribunal; and
- (9) The Respondent had no objections to the joining of Myers Group of Companies, George Myers in his personal capacity and Luciano's of Chicago to this matter; and

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

- a. That Myers Group of Companies, George Myers in his personal capacity and Luciano's of Chicago are added as Respondents in this matter by virtue of the power conferred on the Industrial Tribunal pursuant to Rule 16(1) of the Industrial Relations (Tribunal Procedures) Rule 2010.

- b. That the parties will continue to have settlement discussions on or before July 16, 2021.
- c. That Mr. Carter will update the Tribunal on the results of the settlement discussions on or before July 16, 2021.

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

DATED THIS, July 14, 2021

---

Indira N. Demeritte – Francis  
President  
Industrial Tribunal