

**INDUSTRIAL TRIBUNAL**

**COURT #2 SAFFREY SQUARE, EAST & BAY STREETS, NEW PROVIDENCE  
COMMONWEALTH OF THE BAHAMAS**

Before  
**Ingrid Cooper-Brooks (Vice President)**  
**(Sitting Alone)**

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**DELANO NOTTAGE**

Applicant

AND

**RHYTHM CAFÉ**

Respondent

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**ORDER OF SETTLEMENT**

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**APPEARANCE**

For the Applicant

Mr. Delano Nottage (Pro Se)  
(Pinewood Drive)

For the Respondent

Ms. Regina Bonaby  
(Munroe & Associates)

## **WHEREAS:**

1. By Certificate of Referral dated 28<sup>th</sup> May, 2021 the Minister referred the subject Trade 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>nd</sup> June, 2021 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 2<sup>nd</sup> July, 2021; and
4. A Notice of Appearance (Form D) was filed on 29<sup>th</sup> July, 2021 and a Defence (Form E) was filed on 31<sup>st</sup> August, 2021; and
5. 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> October, 2021 for a Case Management Hearing for Directions, which was adjourned.
6. At the adjourned hearing, on the 27<sup>th</sup> October, 2021, Counsel for the Respondent advised that they had agreed a settlement, and provided a copy of a letter of offer addressed to the Applicant in the amount of the **Three Thousand Nine Hundred, Fifty Eight (\$3,958.00)** in full and final settlement; and
7. A Notice of Withdrawal (Form K) was filed on behalf of the Applicant on 5<sup>th</sup> November, 2021.

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

8. The Originating Application filed in the Industrial Tribunal on 2<sup>nd</sup> July, 2021 is decided accordingly, pursuant to Rule 12(1) (a) and (b) of the

Industrial Relations (Tribunal Procedure) Rules, 2010 and is hereby marked Settled.

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

Dated this 5<sup>th</sup> day of November, A.D., 2021

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**Ingrid Cooper-Brooks**  
**Vice President**  
**Industrial Tribunal**