

INDUSTRIAL TRIBUNAL

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

Before

MRS. INDIRA N. DEMERITTE-FRANCIS (PRESIDENT)

(SITTING ALONE)

BRENTWOOD MUNROE

APPLICANT

**BLUE LAGOON ISLAND/DOLPHIN
ENCOUNTER**

RESPONDENT

ORDER OF SETTLEMENT

APPEARANCES

For the Applicant

Ms. Regina Bonaby
Attorney
Munroe & Associates
East Bay Street
Nassau, The Bahamas

For the Respondent

Ms. Dorothy Duckie
Human Resource Manager
Blue Lagoon Island/
Dolphin Encounter
Nassau, The Bahamas

WHEREAS:

- (1) By Certificate of Referral dated May 17, 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 May 28, 2021 to the Applicant by the Secretary to the Tribunal; and
- (3) The matter was listed for Call Over on November 22, 2021 and Notice for the said hearing was Gazetted in the Tribune Newspaper on October 28, 2021; and
- (4) That the Applicant filed in the Tribunal a Notice of Application for Extension of Time – Form L on November 16, 2021 applying for an extension of time to file the Originating Application – Form A; and
- (5) The Applicant filed an Originating Application – Form A in the Tribunal on November 16, 2021; and
- (6) A Notice of Application to the Respondent – Form C and a Notice of Appearance - Form D was sent to the Respondent on the December 15, 2021; and
- (7) That no Notice of Appearance - Form D was filed and no Defence – Form E was filed in the Tribunal by the Respondent.
- (8) Pursuant to Rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set a fixture on the November 22, 2021 for the Case Management Hearing for Directions; and
- (9) On the date for the Case Management Hearing Ms. Regina Bonaby appeared for the Applicant and Ms. Dorothy Duckie appeared for the Respondent; and
- (10) The matter was adjourned to allow the parties to have settlement discussions; and
- (11) The Applicant filed in the Tribunal a Deed of Settlement and Release and a Notice of Withdrawal - Form K on February 18, 2022; and

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

- (12) The Originating Application filed in the Industrial Tribunal on November 16, 2021 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, February 18, 2022

Indira N. Demeritte – Francis
President
Industrial Tribunal