

**INDUSTRIAL TRIBUNAL**

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

**Before**

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

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**STANFORD GREEN**

**APPLICANT**

**JAMES MUNROE INDUSTRIES  
LIMITED & JAMES MUNROE**

**RESPONDENT**

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**ORDER OF SETTLEMENT**

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**APPEARANCES**

For the Applicant

Mr. Errol McKinney  
Representative  
EM & Associates  
Suit 5 Colonial Hill Plaza  
72 University Drive

For the Respondent

Mr. James Munroe  
Owner and Manager  
James Munroe Industries  
Nassau, The Bahamas

**WHEREAS:**

- (1) By Certificate of Referral dated January 2, 2019 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 16, 2019 to the Applicant by the Secretary to the Tribunal; 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 17, 2019; 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 May 21, 2019; and
- (5) That a Notice of Appearance - Form D was filed on July 15, 2019 and no Defence – Form E was filed in the Tribunal by the Respondent.
- (6) Pursuant to Rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set a fixture on the December 9, 2019 for the Case Management Hearing for Directions; and
- (7) That the matter was set to be re-listed due to the Respondent's inability to appear on the day of the Case Management; and
- (8) The matter was re-listed for Case Management on March 21, 2022; and
- (9) On the date for the Case Management Hearing Mr. Errol McKinney appeared for the Applicant and Mr. James Munroe appeared for the Respondent; and
- (10) During the Hearing both parties agreed to a settlement; and
- (11) The Respondent agrees to pay the Applicant Six Thousand Six Hundred and Fifty-One Dollars and Twenty Nine Cents (\$6,651.29) in full and final settlement; and
- (12) The first payment to be made on or before April 15, 2022 in the sum of One Thousand Dollars (\$1,000); and

- (13) The Applicant filed into the Tribunal Notice of Withdrawal - Form K on March 28, 2022; and

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

- (14) The Originating Application filed in the Industrial Tribunal on May 16, 2019 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, March 28, 2022

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Indira N. Demeritte – Francis

President

Industrial Tribunal