

INDUSTRIAL TRIBUNAL

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

Before

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

CIBELIA MULLER-KEY

APPLICANT

**THE BAHAMAS BAPTIST
COMMUNITY COLLEGE**

RESPONDENT

ORDER OF SETTLEMENT

APPEARANCES

For the Applicant

Mrs. Cibelia Muller-Key
Pro se
Nassau, Bahamas

For the Respondent

Mr. Alfred Gray
Attorney
V. Alfred Gray & Co.
Dowdeswell and Armstrong
Nassau, The Bahamas

WHEREAS:

- (1) By Certificate of Referral dated December 11, 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 January 19, 2021 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 February 2, 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 the February 2, 2021; and
- (5) That no Notice of Appearance - Form D or 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 February 9, 2022 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) On the date for the Case Management Hearing the parties appeared and an adjournment was given for settlement discussions; and
- (9) That after several adjournments the parties appeared before the Tribunal on March 16, 2022 to inform the Court that a settlement had been agreed; and
- (10) The Respondent agrees to pay the Applicant Four Thousand Eighty-Three Dollars and Thirty-Three Cents (\$4,083.33) in full and final settlement; and
- (11) The parties agreed on a payment schedule of Two Hundred and Fifty Dollars \$250.00 per month with the first payment to be made on or before March 16, 2022 and the remaining payments to be made on or before the fifteenth (15th) of each month until the total settlement is completed; 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 February 2, 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, March 16, 2022

Indira N. Demeritte – Francis
President
Industrial Tribunal