

**INDUSTRIAL TRIBUNAL**

**COURT #4 SAFFREY SQUARE, EAST & BAY STREET, NEW PROVIDENCE,  
COMMONWEALTH OF THE BAHAMAS**

**Before**

**MRS. SHARADA D. FERGUSON (VICE-PRESIDENT)**

**(SITTING ALONE)**

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**TEVIN PICKSTOCK**

APPLICANT

**ALBANY BAHAMAS**

RESPONDENT

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**ORDER ON DIRECTIONS**

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## **APPEARANCES**

For the Applicant

Hilbert L. Collie  
Hilbert L. Collie & Associates  
# 83 Dowdswell Street  
Nassau, New Providence  
Bahamas.

For the Respondent

Mr. Samuel L. Rahming  
Samuel L. Rahming Law Chambers  
#7 Kross Town Mini Mall  
Freeport, Grand Bahama  
Bahamas.

**WHEREAS:**

- (1) By Certificate of Referral dated April 13, 2022 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 3, 2022 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 23, 2022; and
- (4) A Notice of Originating Application to the Respondent – Form C and a Notice of Appearance - Form D was sent to the Respondent on June 9, 2022; and
- (5) That a Notice of Appearance - Form D was filed on July 18, 2022 , and that the Form E, Defence was filed on August 24, 2022; and
- (6) Pursuant to Rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set a fixture on November 10, 2022 for Case Management hearing ; and
- (7) That Mr. Hilbert Collie appeared for the Applicant and Mr. Samuel L. Rahming appeared for the Respondent on November 10, 2022 for the Case Management hearing; and

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

- a. That pursuant to Rule 14(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Tribunal of its own motion extends and validates the filing of the Applicant's Originating Application - Form A.
- b. That pursuant to Rule 14(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, extends and validates the filing of the Respondent's Notice of Appearance – Form D and its Defence – Form E.
- c. That the Applicant will file Witness Statements, Bundle of Documents & Skeleton Arguments on or before December 12, 2022.

- d. That the Respondent will file Witness Statements, Bundle of Documents, and Skeleton Arguments on or before December 27, 2022.
- e. That both the Applicant and the Respondent will call two (2) witnesses.
- f. That the parties agreed to an estimated two (2) days of hearing.
- g. That the parties are at liberty to apply for an extension or variation.
- h. That there will be a mutual exchange of Bundles.

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

DATED THIS, November 10, 2022

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Sharada D. Ferguson  
Vice-President  
Industrial Tribunal