

**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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**KEITH LIGHTBOURN**

**APPLICANT**

**Easy Eco Car Ltd. t/a Easy Auto  
Service and all Board of Directors  
and Easy Car Sales Ltd.**

**RESPONDENT**

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**ORDER ON DIRECTIONS**

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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. Kahlil Parker, KC  
& Roberta Quant  
Attorneys-at-Law  
Cedric L. Parker & Co.  
Bethel Drive  
Nassau, The Bahamas

**WHEREAS:**

- (1) By Certificate of Referral dated July 7, 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 July 20, 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 on August 5, 2022 in the Tribunal; and
- (4) A Notice of Application to the Respondent – Form C and a Notice of Appearance - Form D was sent to the Respondent on August 8, 2022; and
- (5) That no Notice of Appearance - Form D was filed and no Defence – Form E was filed in the Tribunal by the Respondent; and
- (6) Pursuant to Rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set a fixture on the February 8, 2023 for the Case Management Hearing for Directions; and
- (7) The matter was also listed for Call Over on February 8, 2023 and Notice for the said hearing was Gazetted in the Tribune Newspaper on January 20, 2023; and
- (8) That on the date listed Mr McKinney appeared for the Applicant and KC, Parker along with Roberta Quant appeared for Simon Cooper in his personal capacity as a Respondent, for the Case Management Hearing; and

**IT IS HEREBY ORDERED** by consent of the appearing party:

- a. That Simon Cooper is withdrawn as a Respondent in this matter.
- b. That this matter Keith Lightbourn v Easy Eco Car Ltd. t/a Easy Auto Service and all Board of Directors and Easy Car Sales Ltd. NP2022-083 be consolidated and heard along with Perry Lindsay v Easy Eco Car Ltd. t/a

Easy Auto Service and all Board of Directors and Easy Car Sales Ltd. NP2022-086; Nathaniel Darling v Easy Eco Car Ltd. t/a Easy Auto Service and all Board of Directors and Easy Car Sales Ltd. NP2022-082 and Kent Francis v Easy Eco Car Ltd. t/a Easy Auto Service and all Board of Directors and Easy Car Sales Ltd. NP2022-081.

- c. That the Applicant will file Skeletons Witness Statements and or Submissions on or before March 3, 2023.
- d. That there will be an estimated one (1) day of hearing.
- e. That the Applicant will call four (4) witnesses.

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

DATED THIS, February 8, 2023

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Indira N. Demeritte – Francis  
President  
Industrial Tribunal