

**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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**KISHMIR YOUNG**

**APPLICANT**

**GILGAN COMPANY LIMITED,  
BAMBOO SHACK**

**RESPONDENT**

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**ORDER OF SETTLEMENT**

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**APPEARANCES**

For the Applicant

Kishmir Young  
Pro se Applicant  
Nassau, The Bahamas

For the Respondent

JL Edgecombe  
Human Resources  
Gilgan Co. Ltd.  
Nassau, The Bahamas

**WHEREAS:**

- (1) By Certificate of Referral dated October 31, 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 November 30, 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 December 12, 2022; and
- (4) A Notice of Application to the Respondent – Form C and a Notice of Appearance - Form D was sent to the Respondent on December 12, 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.
- (6) Pursuant to Rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set a fixture on March 30, 2023 for the Case Management Hearing for Directions; and
- (7) On the date for the Case Management Hearing Kishmir Young appeared Pro se for the Applicant and JL Edgecombe appeared for the Respondent; and
- (8) During the Hearing the Respondent offered a settlement to the Applicant; and

- (9) The Respondent agrees to pay the Applicant Three Thousand Sixty-Two Dollars and Fifteen Cents (\$3,062.15) in full and final settlement; and
- (10) That during the Hearing the Respondent agreed for the Applicant to collect the settlement payment from the Respondent's office on March 30, 2023; and
- (11) The Applicant filed in the Tribunal a Notice of Withdrawal - Form K on March 30, 2023; 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 December 12, 2022 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 30, 2023

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Indira N. Demeritte – Francis  
President  
Industrial Tribunal