

INDUSTRIAL TRIBUNAL

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

Before

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

KEVIN LIGHTBOURNE

APPLICANT

**ISLAND HOTEL COMPANY
LIMITED D/B/A ATLANTIS
RESORT SPE LIMITED**

RESPONDENT

ORDER ON DIRECTIONS

APPEARANCES

For the Applicant

Mr. Ednel Rolle
Legal Representative
Obie Ferguson & Co.
Nassau, The Bahamas

For the Respondent

Mr. Kenneth Lightbourne
Mrs. Shari Johnson
Atlantis Resort
Paradise Island, Bahamas

WHEREAS:

- (1) By Certificate of Referral dated August 2, 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 August 22, 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 September 21, 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 September 26, 2022; and
- (5) That a Notice of Appearance - Form D was filed on September 28, 2022 and a Defence – Form E was filed November 14, 2022 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 1, 2023 for the Case Management Hearing for Directions; and
- (7) That Ednel Rolle appeared for the Applicant and Kenneth Lightbourne along with Shari Johnson appeared for the Respondent for the Case Management Hearing; and

IT IS HEREBY ORDERED by consent of the parties:

- a. That there will be no settlement pursuant to Section 60 of the Industrial Relations Act.
- b. That the Applicant will file Skeletons Witness Statements and or Submissions on or before February 23, 2023.

- c. That the Respondent will file Skeletons Witness Statements and or Submissions on or before March 17, 2023.
- d. That there will be a mutual exchange of bundles
- e. That the parties agreed to an estimated two (2) days of hearing.
- f. That the parties agreed that the Applicant will call three (3) witnesses and the Respondent will call two (2) witnesses.

AND THIS IS THE ORDER OF THIS TRIBUNAL

DATED THIS, February 1, 2023

Indira N. Demeritte – Francis
President
Industrial Tribunal