

INDUSTRIAL TRIBUNAL

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

Before

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

VERNON HEPBURN

APPLICANT

ATLANTIS RESORT

RESPONDENT

ORDER OF SETTLEMENT

APPEARANCES

For the Applicant

Mr. Vernon Hepburn
Pro se
Nassau, The Bahamas

For the Respondent

Mr. Kenneth Lightbourne
with Shari Johnson
Attorney
Island Hotel Company Ltd.
Atlantis
Paradise Island, Bahamas

WHEREAS:

- (1) By Certificate of Referral dated September 16, 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 December 1, 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 5, 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 5, 2022; and
- (5) That a Notice of Appearance - Form D was filed December 9, 2022 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 31, 2023 for the Case Management Hearing for Directions; and
- (7) On the date for the Case Management Hearing Mr. Hepburn appeared Pro se for the Applicant and Mr. Lightbourne along with Mrs. Johnson appeared for the Respondent; and
- (8) The Hearing was adjourned to April 18, 2023 to allow the parties to have settlement discussions; and

- (9) The parties returned on April 18, 2023 and a settlement was agreed between the Applicant and the Respondent; and
- (10) The Respondent agrees to pay the Applicant Six Thousand Dollars (\$6,000.00) in full and final settlement; and

THE DECISION OF THE TRIBUNAL IS AS AGREED AND THEREFORE IT IS SO ORDERED:

- (11) The Originating Application filed in the Industrial Tribunal on December 5, 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, April 18, 2023

Indira N. Demeritte – Francis
President
Industrial Tribunal