

INDUSTRIAL TRIBUNAL

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

Before

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

MICHELLE STUBBS

APPLICANT

FLAMINGO AIR COMPANY LIMITED

RESPONDENT

ORDER OF SETTLEMENT

APPEARANCES

For the Applicant

Sharanna Bodie
Bodie & Associates
Nassau, The Bahamas

For the Respondent

Vincent Colebrook
Owner
Flamingo Air Co. Ltd.
Freeport, The Bahamas

WHEREAS:

- (1) By Certificate of Referral dated May 25, 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 September 26, 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 October 6, 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 October 7, 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 31, 2023 for the Case Management Hearing for Directions; and
- (7) On the date for the Case Management Hearing Ms Bodie appeared for the Applicant and Mr. Edgecombe appeared for the Respondent; and
- (8) During the Hearing the Applicant and the Respondent agreed to a settlement; and
- (9) The Respondent agrees to pay the Applicant Three Thousand Five Hundred Dollars and Fifteen Cents (\$3,500.00) in full and final settlement to be made in

four instalment payments – First Payment on April 11, 2023, Second Payment on May 10, 2023, Third Payment June 10, 2023 and Forth Payment on July 10, 2023; and

- (10) That the Applicant is to file a Notice of Withdrawal – Form K into the Industrial Tribunal; 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 October 6, 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 31, 2023

Indira N. Demeritte – Francis

President

Industrial Tribunal