

INDUSTRIAL TRIBUNAL

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

Before

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

LATOYA MARSHALL

APPLICANT

**ISLAND HOTEL COMPANY
LIMITED**

RESPONDENT

ORDER ON DIRECTIONS

APPEARANCES

For the Applicant

Mr. Errol McKinney
Representative
EM & Associates
Suit 5 Colonial Hill Plaza
72 University Drive

For the Respondent

Mr. Kenneth Lightbourne
Attorney
Atlantis Resort
Paradise Island, Bahamas

WHEREAS:

- (1) By Certificate of Referral dated December 7, 2021 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 February 16, 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 March 15, 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 March 21, 2022; and
- (5) That a Notice of Appearance - Form D was filed on August 15, 2022 and a Defence – Form E was filed August 15, 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 6, 2023 for the Case Management Hearing for Directions; and
- (7) That Errol McKinney appeared for the Applicant and Kenneth Lightbourne appeared for the Respondent for the Case Management Hearing; and

IT IS HEREBY ORDERED by consent of the parties:

- a. That there may be 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 March 3, 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 one (1) day of hearing.
- f. That the parties agreed that the Applicant will call one (1) witness and the Respondent will call three (3) witnesses.
- g. That if the parties reach a settlement, they will notify the Industrial Tribunal in writing as soon as possible.

AND THIS IS THE ORDER OF THIS TRIBUNAL

DATED THIS, February 6, 2023

Indira N. Demeritte – Francis
President
Industrial Tribunal