

**INDUSTRIAL TRIBUNAL**

**COURT #2 FREEPORT INSURANCE CENTER, 21B WEST MALL & POINCIANA  
DRIVE, FREEPORT, GRAND BAHAMA, COMMONWEALTH OF THE BAHAMAS**

**Before**

**MRS. HELEN J. ALMORALES-JONES (VICE-PRESIDENT)**

**(SITTING ALONE)**

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**JEROME DORSETT JR.**

**APPLICANT**

**ENDEAVOR DEVELOPMENT INTERNATIONAL LTD.**

**RESPONDENT**

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**ORDER ON DIRECTIONS**

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**APPEARANCES**

For the Applicant

Pro se  
Freeport, Grand Bahama  
The Bahamas

For the Respondent

Wallace R. Allen, Esquire  
Cambridge Law Chambers  
Holding brief for Ernie E. Wallace, Esquire  
Wallace Law Chambers  
Freeport, Grand Bahama  
The Bahamas

**WHEREAS:**

- 1) On the 2<sup>nd</sup> May, 2023, **Jerome Dorsett Jr.** ("the Applicant") filed a **Report of a Trade Dispute** against **Endeavor Development International Limited** with The Department of Labour in Grand Bahama, The Bahamas, which stated, inter alia, that the issues relevant to the dispute were:- *Wages owed, Vacation pay, Unfair Dismissal, Wrongful Dismissal, Breach of contract, Notice pay and Severance pay*;
- 2) By a **Certificate of Referral** dated the 8<sup>th</sup> June, 2023 (received on the 5<sup>th</sup> July, 2023), the Honourable Minister of Labour & Immigration referred the trade dispute between the Applicant and **Endeavor Development International Ltd.** ("the Respondent") to the Industrial Tribunal, Northern Region, ("the Tribunal");
- 3) The Tribunal today (4<sup>th</sup> September, 2023) served the **Applicant** with notice of the referral;
- 4) The **Applicant** today filed a **Form A** (Originating Application), which the Tribunal served on the Respondent's Representatives;
- 5) The **Respondent's Counsel** waived service of the **Forms C, D, E and J** and consented to the Tribunal conducting the Case Management hearing today;
- 6) **The parties** agreed that 2 conciliation meetings were held at The Department of Labour (virtually) and none of the issues relevant to the dispute were resolved;
- 7) The Tribunal directed that the **Applicant** provide the Respondent's Counsel with particulars of his claim for *Unfair Dismissal* within 4 weeks;
- 8) The **Respondent's Counsel** advised that the Respondent was only the agent for a U.S. Company called "*Btree*", which was the Applicant's employer;
- 9) The **Applicant** to decide whether or not to file a **Form M** (Notice of Joinder of Parties) applying to join *Btree* as a party to the proceedings;
- 10) The **Tribunal** directed that within 2 weeks, the **Respondent's Counsel** provide the Tribunal with *Btree's* corporate name, e-mail address and the name & address of its registered office;
- 11) The **Respondent's Communications Director**, *Peter Adderley*, advised that the Respondent may settle the matter before the trial date;

- 12) Pursuant to **Section 58(1)(a)** of **The Industrial Relations Act, Cap. 321**, the Tribunal remitted the issues to the parties for further consideration, with a view to settling or reducing it;
- 13) The **Applicant** advised that he will testify on his behalf;
- 14) The **Respondent's Counsel** advised that the Respondent will call about 2 witnesses in its defence;
- 15) The **Tribunal** decided to have the witnesses give *viva voce* testimony;
- 16) The **Tribunal** estimated that the trial may last 1 day;
- 17) The **Tribunal** directed that the parties file their **List of Documents** and **Bundle of Documents** by the end of October 2023; and
- 18) The **Tribunal** advised the parties that **The Industrial Relations (Tribunal Procedure) Rules, 2010**, require that they file any:-
- **Brief/Skeleton Arguments** [pursuant to **Rule 3(5)**]; or
  - **Written Representations** [pursuant to **Rule 3(6)**]

at least 7 days before the trial date;

**IT IS HEREBY ORDERED** as follows:-

1. The **Respondent's Counsel** provide the Tribunal and the Applicant's Counsel with *Btree's* corporate name, e-mail address and the name & address of its registered office by **Monday, 18<sup>th</sup> September, 2023**;
2. The **Applicant** provide the Tribunal and the Respondent's Counsel with particulars of the Applicant's claim for *Unfair Dismissal* by **Friday, 29<sup>th</sup> September, 2023**;
3. The parties file their **List of Documents** and **Bundle of Documents** with the Tribunal by **3:00 p.m.** on **Tuesday, 31<sup>st</sup> October, 2023**, and at the same time serve a copy thereof on the other party;
4. The parties file their **Brief/Skeleton Arguments** (if any) with the Tribunal by **3:00 p.m.** on **Monday, 13<sup>th</sup> November, 2023**, and at the same time serve a copy thereof on the other party; and

5. The trial be done at **10:00 a.m.** on **Monday, 20<sup>th</sup> November, 2023;**

**DATED: This 4<sup>th</sup> day of September, A.D., 2023.**

**Her Honor, Helen J. Almorales-Jones,  
Vice-President**