

**COMMONWEALTH OF THE BAHAMAS    No. IT/NES/NP2023-045**  
**INDUSTRIAL TRIBUNAL**

In The Matter of The Industrial Relations Act

And

In the Matter of the Industrial Relations (Tribunal Procedure) Rules 2010)

**ALEXANDER GRAY**

**APPLICANT**

**VS**

**ELITE SECURITY COMPANY**

**RESPONDENT**

**BEFORE:** Her Honour, Vice President  
Mrs. Rionda Y. Godet

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**ORDER OF SETTLEMENT**

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**APPEARANCES**

ALEXANDER GRAY

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ELITE SECURITY COMPANY

ANDREW JOHNSON, VICE PRESIDENT  
ELITE SECURITY COMPANY

**WHEREAS:**

1. By Certificate of Referral dated 27<sup>th</sup> March 2023, the Minister referred the subject Trade Dispute to the Industrial Tribunal;
2. The Applicant filed in the Industrial Tribunal an Originating Application (Form A) on the 9<sup>th</sup> May 2023;
3. Whereupon, the parties having appeared for the Case Management Hearing of this matter today hereof, entered into dialogue pursuant to Section 60 of the Industrial Relations Act, and were able to reach amicable conclusion by means of mediation;
4. Accordingly, and without any admission of liability, the parties have agreed that the Respondent, **ELITE SECURITY COMPANY**, shall pay to the Applicant, **ALEXANDER GRAY**, the sum of Five Hundred and Fifty Dollars (\$550.00), in full and final settlement of this matter by way of Cash to be collected from the Respondent's Office;
5. The Applicant, in accepting the terms of settlement in the sum of Five Hundred and Fifty Dollars (\$550.00) will submit the **FORM K**, and as a result thereof, accepts and agrees that the Respondent is herewith now and forever **RELEASED** from any and all claims arising from his employment and separation therefrom whatsoever and howsoever arising, and herewith confirms, to remove all doubt, that there remains no further matter outstanding between the parties, as touching the instant action;
6. The parties further agree to retain full confidentiality with the terms of this Settlement and shall altogether resist and forbear from disparaging comments made with respect to each other;
7. Accordingly, this matter now stands dismissed, by way of this **ORDER OF SETTLEMENT**.

**AND THIS IS THE ORDER OF THE TRIBUNAL**

Dated this 15<sup>th</sup> day of March, A.D., 2024

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**Rionda Godet**  
**Vice President**  
**Industrial Tribunal**