

COMMONWEALTH OF THE BAHAMAS
INDUSTRIAL TRIBUNAL

No. IT/NES/NP2023-091

In The Matter of The Industrial Relations Act

And

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

VANCE KNOWLES

APPLICANT

VS

COMMONWEALTH BREWERY LTD

RESPONDENT

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

ORDER OF SETTLEMENT

APPEARANCES

VALENE WINTERS

Errol McKinney – Advocate
Errol McKinney & Associates

HARBOURSIDE RESORT AT ATLANTIS

Audley Hanna, Attorney
Higgs & Johnson

WHEREAS:

1. By Certificate of Referral dated 10th August 2023, the Minister referred the subject Trade Dispute to the Industrial Tribunal; and
2. The Applicant filed in the Industrial Tribunal an Originating Application (Form A) signed the 2nd October 2023; and
3. The Respondent, by way of Application, was granted extension to file its Defence dated 29th November 2023;
4. Pursuant to Rule 15 (1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal conducted a Case Management Hearing for directions today, on the 17th April 2024; and the parties agreed to return today, 30th April 2024 for Mention;
5. Whereupon, the parties having entered into dialogue pursuant to Section 60 of the Industrial Relations Act, and were able to reach amicable conclusion by means of mediation;
6. Accordingly, and without any admission of liability, the parties have agreed that the Respondent, **COMMONWEALTH BREWERY LIMITED** shall pay to the Applicant, **VANCE KNOWLES**, the sum of One Thousand Dollars (\$1,000.00), in full and final settlement of this matter;
7. The Applicant, in accepting the terms of settlement in the sum of One Thousand Dollars (\$1,000.00), has submitted 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 matter outstanding between the parties, as touching the instant action;
8. 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;
9. But for there being one final residual matter as pertains to any accrued vacation earned by the Applicant, the parties have agreed to a further Mention date to 9 am on Thursday 2nd May 2024, this matter now stands dismissed, by way of this **ORDER OF SETTLEMENT**.

AND THIS IS THE ORDER OF THE TRIBUNAL

Dated this 30th April, A.D., 2024

**Rionda Y. Godet
Vice President
Industrial Tribunal**

