

COMMONWEALTH OF THE BAHAMAS
INDUSTRIAL TRIBUNAL

No. IT/NES/NP2023-083

In The Matter of The Industrial Relations Act

And

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

GLORIA DONELLA BETHEL

APPLICANT

Vs

DREAM YACHTS CHARTER BAHAMAS LTD

AND

NAVTOURS BAHAMAS LTD

RESPONDENT

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

ORDER OF SETTLEMENT

APPEARANCES

GLORIA DONELLA BETHEL

**Errol McKinney - Advocate
E.M. & ASSOCIATES**

**DREAM YACHTS CHARTER BAHAMAS LTD and
NAVTOURS BAHAMAS LTD**

**Miguel Darling - Attorney
HIGGS & JOHNSON**

WHEREAS:

1. By Certificate of Referral dated 9th August 2023, the Minister referred the subject Trade Dispute to the Industrial Tribunal;
2. The Applicant having filed the Form A Originating Application on 10th March 2024, and the parties having appeared by way of Call Over, they entered into dialogue pursuant to Section 60 of the Industrial Relations Act, and were able to reach amicable conclusion by means of mediation;
3. Accordingly, and without any admission of liability, the parties have agreed that the Respondents, **DREAM YACHT CHARTER BAHAMAS LIMITED & NAVTOURS BAHAMAS LIMITED** shall pay to the Applicant, **GLORIA DONELLA BETHEL** the sum of Seventy Six Thousand, Three Hundred and Sixteen Dollars and Sixteen Cents (\$76,316.16), in full and final settlement of this matter by way of wire transfer or check to be paid on or before Tuesday, 6th September 2024 to either the account or the Chambers to be identified by the Applicant;
4. The Applicant, in accepting the terms of settlement in the sum of Seventy Six Thousand, Three Hundred and Sixteen Dollars and Sixteen Cents (\$76,316.16), Dollars (\$76,316.16) has submitted the **FORM K**, and, as a result thereof, accepts and agrees that the Respondents are herewith now and forever **RELEASED** from any and all claims arising from her 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 Applicant's employment;
5. The Parties also accept and agree that the Applicant's shares in NavTours Bahamas Limited remain intact and are not affected or impacted by her separation from employment and/or the terms of any Release signed in support of settlement thereof;
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 29th day of August, A.D., 2024

Rionda Y. Godet
Vice President
Industrial Tribunal