

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 (ACTING PRESIDENT)
(SITTING ALONE)**

GLENNEISHA RECKLEY

APPLICANT

**BETTER CARE JANITORIAL AND
LAWN MAINTENANCE SERVICE COMPANY LIMITED**

RESPONDENT

ORDER ON DIRECTIONS

APPEARANCES

For the Applicant

Pro se
Freeport, Grand Bahama
The Bahamas

For the Respondent

No appearance

WHEREAS:

- 1) On the 15th January, 2024, **Glenneisha Reckley** ("the Applicant") filed a **Report of a Trade Dispute** against **Better Care Janitorial and Lawn** with The Department of Labour in Grand Bahama, The Bahamas, which stated, inter alia, that the issues relevant to the dispute were *2 weeks' Wages owed/and Redundancy pay or Notice and Severance pay*;
- 2) By a **Certificate of Referral** dated the 9th April, 2024 (received on the 30th April, 2024), the Honourable Minister of Labour and The Public Service referred the trade dispute between the Applicant and **Better Care Janitorial and Lawn Maintenance Service Company Ltd.** ("the Respondent") to the Industrial Tribunal, Northern Region ("the Tribunal");
- 3) In accordance with **Rule 3(1) of The Industrial Relations (Tribunal Procedure) Rules, 2010** ("The Rules"), on the 1st May, 2024, the Tribunal served the **Applicant** with notice of the referral;
- 4) The Applicant filed a **Form A** (Originating Application) on the 2nd May, 2024;
- 5) On the 3rd May, 2024, the Tribunal served a copy of the **Form A** (Originating Application), a **Form C** (Notice of Originating Application) and a blank **Form D** (Notice of Appearance) on the Respondent (received by *Belinda Jones*);
- 6) The Respondent failed to file a **Form D** (Notice of Appearance) within the 7 days limited for so doing by **Rule 5(1) of The Rules** (by the 10th May, 2024);
- 7) On the 10th May, 2024, the Tribunal served a letter enclosing a blank **Form E** (Defence) on the Respondent (received by *Belinda Jones*);
- 8) The Respondent failed to file a **Form E** (Defence) within the 14 days limited for so doing by **Rule 6 of The Rules** (by the 24th May, 2024);
- 9) On the 27th May, 2024, the Tribunal issued a **Form J** (Notice of Hearing) setting this matter for Case Management at 10:00 a.m. today (Friday, 21st June, 2024), which was personally served on the parties on the 28th May, 2024 (Respondent's copy received by *Belinda Jones*);
- 10) The Tribunal stood the matter down until 3:00 p.m. today (Friday, 21st June, 2024) as Acting President Helen J. Almoraes-Jones was attending the funeral of the late *K.C. Thomas Evans* (the spouse of *Acting Tribunal Vice-President Carolyn Vogt-Evans*) at 11:00 a.m. today;

- 11)The Respondent's President, *Llewellyn Jones*, advised the Tribunal Clerk, by telephone, that he was unable to appear at 3:00 p.m. today;
- 12)Only the **Applicant** appeared, in person;
- 13)Pursuant to **Section 59(1)(a)** of **The I.R.A.**, the Tribunal proceeded with the Case Management hearing under **Rule 15** of **The Rules**;
- 14)Acting President Helen J. Almorales-Jones appeared virtually (via ZOOM);
- 15)The **Applicant** advised that she alone will testify on her behalf at the trial;
- 16)The **Tribunal** estimated that the trial may last 1 day;
- 17)The **Tribunal** directed that the parties produce the original (if available) and 3 copies of all documents upon which they intend to rely at the trial; and
- 18)**Rule 3(6)** of **The Rules** provides that the parties are at liberty to file **Written Representations** in this matter with the Tribunal at least 7 days prior to the commencement of the hearing;

IT IS HEREBY ORDERED as follows:-

1. This matter is adjourned **10:00 a.m.** on **Friday, the 26th July, 2024**, for trial;
2. The parties produce the original (if available) and 3 copies of **all documents** upon which they intend to rely at the trial;
3. The parties file any **Written Representations** by on or before **3:00 p.m.** on **Friday, the 19th July, 2024**, and at the same time serve a copy thereof on the opposing side; and
4. The Tribunal serve this **Order On Directions** and a **Form J** (Notice of Hearing) for trial on both parties.

DATED: This 21st day of June, A.D., 2024.

**Her Honor, Helen J. Almorales-Jones,
(Acting) President**