

**INDUSTRIAL TRIBUNAL**

**COURT #1 SAFFREY SQUARE, EAST & BAY STREET, NEW PROVIDENCE,  
COMMONWEALTH OF THE BAHAMAS**

**Before**

**MRS. INDIRA N. DEMERITTE-FRANCIS (PRESIDENT)  
(SITTING ALONE)**

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**BENJY JOSEPH**

APPLICANT

**COLEMAN DESIGN**

RESPONDENT

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**ORDER FOR EXTENSION OF TIME**

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**APPEARANCES**

For the Applicant

Mr. Gary Sands  
Representative  
Nassau, The Bahamas

For the Respondent

No Appearance

**WHEREAS:**

- (1) By Certificate of Referral dated March 7, 2024 the Minister referred the subject dispute to the Industrial Tribunal; and
- (2) In accordance with Rule 3 (1) of the Industrial Relations (Tribunal Procedure) Rules, 2010 a Notice for an Originating Application – Form A was sent on March 25, 2024 to the Applicant by the Secretary to the Tribunal; and
- (3) The Applicant did not file an Originating Application in the Tribunal; and
- (4) The matter was listed for Call Over on April 10, 2025 and Notice for the said hearing was Gazetted in The Nassau Guardian Newspaper on March 17, 2025; and;
- (5) On April 10, 2025 Mr. Sands appeared for the Applicant and there was no appearance on behalf of the Respondent for the Case Management Hearing; and
- (6) The Applicant’s Representative sought an extension of time to have the Originating Application submitted for filing; and
- (7) The Tribunal granted the extension of time to file the Originating Application – Form A; and
- (8) A Notice of Application to the Respondent – Form C and a Notice of Appearance - Form D was sent to the Respondent on May 28, 2025; and
- (9) That no Notice of Appearance – Form D was filed in the Industrial Tribunal by the Respondent; and
- (10) Pursuant to Rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set a fixture on November 6, 2025 for the Case Management Hearing for Directions; and
- (11) On November 6, 2025 Mr. Sands appeared on behalf of the Applicant and Ms. Sandra Harrison, the Respondent’s Human Resource Consultant, appeared; and
- (12) During the Hearing Ms. Harrison informed the Tribunal that the Respondent was now Trading as Tiplar Coleman; and

- (13) The Tribunal notes that the Respondent had not filed a Notice of Appearance or a Defence in the matter and that both must to be submitted for filing; and

**IT IS HEREBY ORDERED:**

- a. That the Respondent will file a Notice of Appearance and a Defence within fourteen (14) days from the date of this Order.

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

DATED THIS, November 6, 2025

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Indira N. Demeritte – Francis  
President  
Industrial Tribunal