

**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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**CARL FRANCIS BRICE**

APPLICANT

**UNIFI AVIATION LLC, DELTA  
AIRLINES, JENNIFER ROSAGE**

RESPONDENT

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**ORDER ON DIRECTIONS**

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**APPEARANCES**

For the Applicant

Mr. Errol McKinney  
Representative  
EM & Associates  
Nassau, The Bahamas

For the Respondent

Mr. Andrew A. Smith  
Attorney  
McKinney Bancroft &  
Hughes  
Nassau, Bahamas

**WHEREAS:**

- (1) By Certificate of Referral dated January 22, 2025 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 February 25, 2025 to the Applicant by the Secretary to the Tribunal; and
- (3) Upon receipt by the Applicant of the Notice for an Originating Application the Applicant filed an Originating Application on March 19, 2025 in the Tribunal; and
- (4) A Notice of Application to the Respondent – Form C and a Notice of Appearance - Form D was sent to the Respondent on March 21, 2025; and
- (5) That a Notice of Appearance – Form D was filed on April 1, 2023 and a Defence – Form E was filed on April 29, 2025 in the Industrial Tribunal by the Respondent; and
- (6) Pursuant to Rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set a fixture on the December 11, 2025 for the Case Management Hearing for Directions; and
- (7) That on December 11, 2025 Mr. McKinney appeared for the Applicant and Mr. Smith appeared for Delta Airlines, one of the Respondents in this matter, for the Case Management Hearing; and
- (8) An application to for the Industrial Tribunal to determine whether Delta Airlines is a proper party to this action in accordance with Rule 24 of the Industrial Relations (Tribunal Procedure) Rules, 2025 was made; and

**IT IS HEREBY ORDERED** by consent of the parties:

- a. That the submissions from the Applicant and the Respondent related to the Application made will be submitted for filing on or before January 30, 2026.

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

DATED THIS, December 11, 2025

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Indira N. Demeritte – Francis  
President  
Industrial Tribunal