

INDUSTRIAL TRIBUNAL

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

Before

**MRS. INDIRA N. DEMERITTE-FRANCIS (President)
(Sitting Alone)**

KRISTIN HARDING

Applicant

AND

BAHAMAS DESIGN CENTER

Respondent

ORDER OF SETTLEMENT

APPEARANCES

For The Applicant

Mr. Tyrone "Rock" Morris
Representative
Nassau, The Bahamas

For The Respondent

Mr. Dywan Rodgers
Attorney
Meridian Law Chambers
Nassau, The Bahamas

WHEREAS:

1. By Certificate of Referral dated January 3, 2025, the Minister referred a trade 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 April 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 in the Tribunal on May 28, 2025; and
4. 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
5. That a Notice of Appearance - Form D was filed on June 16, 2025 and a Defence – Form E was filed on August 1, 2025 in the 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 October 15, 2025 for the Case Management Hearing for Directions; and
7. At the Hearing on October 15, 2025 Mr. Morris appeared for the Applicant and Mr. Rodgers appeared for the Respondent; and
8. The matter was adjourned to October 20, 2025 to allow the parties to have settlement discussions; and
9. On October 20, 2025 the parties returned and informed the Industrial Tribunal that a settlement had been agreed; and

10. That Fourteen Thousand Two Hundred and Thirty-Three Dollars (\$14,233.00) would be paid by the Respondent to the Applicant in full and final settlement of the action to be paid in 3 instalments in equal amounts; and
11. The First Payment was made to the Applicant on October 24, 2025; the Second Payment to be made on November 24, 2025 and the Third Payment to be made on December 24, 2025; and
12. Also, the Respondent will correct the National Insurance Board (NIB) Form to reflect Gross Misconduct and not Dishonesty; and
13. Further, the Applicant agrees to assist the Respondent with codes needed to be sorted on the Respondent's computer system; and

THE DECISION OF THE TRIBUNAL IS AS AGREED AND THEREFORE IT IS SO ORDERED:

14. The Originating Application filed in the Industrial Tribunal on May 28, 2025 is decided accordingly pursuant to Rule 12(1)(b) of the Industrial Relations (Tribunal Procedures) Rule 2010 and is hereby marked Settled.

AND THIS IS THE DECISION OF THIS TRIBUNAL

DATED THIS, October 24, 2025

Indira N. Demeritte-Francis
President
Industrial Tribunal