

INDUSTRIAL TRIBUNAL

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

Before

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

MICHELLE ADDERLEY

Applicant

AND

FLYING CLOUD LIMITED

Respondent

ORDER OF SETTLEMENT

APPEARANCES

For The Applicant

Mr. Hilbert Collie
Representative
Nassau, The Bahamas

For The Respondent

Kai Miller
Proprietor
Flying Cloud Ltd.
Nassau, The Bahamas

WHEREAS:

1. By Certificate of Referral dated April 1, 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 23, 2025 to the Applicant by the Secretary to the Tribunal; and
3. The evidence before the Tribunal revealed that the Applicant did not file an Originating Application in accordance with Rule 3(1) of the Industrial Relations (Tribunal Procedure) Rules, 2010 having been properly served in this matter; and
4. 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
5. At the Hearing on November 6, 2025 Mr. Collie appeared on behalf of the Applicant and Kai Miller appeared for the Respondent; and
6. Mr. Collie requested an Extension of Time to have the Originating Application filed in the Tribunal; and
7. The Tribunal granted the Applicant the Extension of Time to have the Originating Application filed; and
8. The matter was stood down to allow the parties to have settlement discussions; and
9. The parties returned and informed the Industrial Tribunal that a settlement had been agreed; and

10. That Thirteen Thousand Dollars (\$13,000.00) would be paid by the Respondent to the Applicant in full and final settlement of the action; and

11. The payment to be made in several payments, an initial payment of Three Thousand Dollars (\$3,000.00) on or before November 13, 2025 and payment of One Thousand Dollars (\$1,000.00) each month on or before the 15th of that month until the balance of the settlement is paid in full; and

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

12. The Trade Dispute referred to the Industrial Tribunal on April 1, 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, November 6, 2025

Indira N. Demeritte-Francis
President
Industrial Tribunal