

**INDUSTRIAL TRIBUNAL**

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

Before

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

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**RHONDA HENFIELD**

Applicant

**AND**

**THE CHARM ONE**

Respondent

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**ORDER OF SETTLEMENT**

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**APPEARANCES**

For The Applicant

Mr. Hilbert Collie  
Representative  
Nassau, The Bahamas

For The Respondent

Mr. Leron Williams  
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 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 no Notice of Appearance - Form D and no Defence – Form E were filed on 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. On the day of the Hearing Mr. Collie appeared on behalf of the Applicant and Mr. Williams, a friend of the deceased Respondent’s husband appeared; and
8. That the Respondents friend informed the Tribunal that the Respondent had passed away and the business was no longer in existence and the Applicant is in fact the deceased Respondent’s sister; and

9. The Tribunal noted that the Applicant needed leave from the Supreme Court to proceed against the Respondent's Estate; and
10. Mr. Williams informed the Tribunal that the Respondent's husband is willing and has agreed to pay to the Applicant One Thousand Eight Hundred Dollars (\$1,800.00) as final settlement, the payment to be made in three payments, the First Payment to be made in October; the Second Payment in November and the Third and Final Payment in December on behalf of his deceased wife, notwithstanding he has no legal obligation to do so at this juncture; and
11. The Applicant agreed to the settlement for the One Thousand Eight Hundred Dollars (\$1,800.00) and informed the Tribunal that she no longer wishes to pursue this matter; and

**AND THIS IS THE DECISION OF THIS TRIBUNAL**

DATED THIS, October 15, 2025

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**Indira N. Demeritte-Francis**  
**President**  
**Industrial Tribunal**