

INDUSTRIAL TRIBUNAL

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

Before

MRS. INDIRA N. DEMERITTE-FRANCIS (President)

(Sitting Alone)

SHIRLEY COOPER

Applicant

AND

**ISLAND SEAS INVESTMENTS LTD.
T/A SEA GRAPE GRILLE**

Respondent

ORDER OF SETTLEMENT

APPEARANCES

For The Applicant

Mr. Lionel Morley
Representative
Grand Bahama, The Bahamas

For The Respondent

Ms. Lavette Kemp
Attorney
Graham Thompson
Grand Bahama, The Bahamas

WHEREAS:

1. By Certificate of Referral dated June 11, 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 August 7, 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 August 7, 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 August 7, 2025; and
5. That a Notice of Appearance - Form D and a Defence – Form E were filed on September 2, 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 September 25, 2025 for the Case Management Hearing for Directions; and
7. At the Hearing on September 25, 2025 there was no appearance on behalf of the Applicant and Ms. Kemp appeared for the Respondent; and
8. The matter was adjourned Sine die to allow the parties to continue settlement discussions; and
9. On October 20, 2025 the Respondent returned and informed the Industrial Tribunal that a settlement had been agreed; and

10. That Nine Thousand Seven Hundred and Fifty Dollars (\$9,750.00) would be paid by the Respondent to the Applicant in full and final settlement of the action; and

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

11. The Originating Application filed in the Industrial Tribunal on August 7, 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 20, 2025

Indira N. Demeritte-Francis
President
Industrial Tribunal