

**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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**STEFFANIO KNOWLES**

Applicant

**AND**

**ISLANDWIDE CABLING CONSULTING**

Respondent

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**ORDER OF SETTLEMENT**

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**APPEARANCES**

For The Applicant

Mr. Steffanio Knowles  
Pro se Applicant  
Nassau, The Bahamas

For The Respondent

Ms. Erica Munroe  
Attorney  
EDM Law Group  
Nassau, The Bahamas

**WHEREAS:**

1. By Certificate of Referral dated July 2, 2025, the Minister referred a trade dispute to the Industrial Tribunal; and
2. In accordance with Rule 5 (1) of the Industrial Relations (Tribunal Procedure) Rules, 2025 a Notice for an Originating Application – Form A was sent to the Applicant by the Tribunal; and
3. Upon receipt by the Applicant of the Notice for an Originating Application the Applicant filed an Originating Application on August 7, 2025 in the Tribunal; and
4. A Notice of Originating Application – Form C and a Notice of Appearance - Form D was sent to the Respondent on September 4, 2025; and
5. That no Notice of Appearance - Form D and no Defence – Form E were filed in the Tribunal by the Respondent; and
6. Pursuant to Rule 13(3), 19(1) of the Industrial Relations (Tribunal Procedure) Rules 2025, the Industrial Tribunal set a fixture on December 10, 2025 for the Case Management Hearing for Directions; and
7. At the Hearing on December 10, 2025 Mr. Knowles appeared Pro se on behalf of the Applicant and Ms. Munroe appeared for the Respondent; and
8. The parties came to a settlement before the Tribunal; and
9. That Two Thousand Five Hundred Dollars (\$2,500.00) 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:**

10. 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, December 10, 2025

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