

INDUSTRIAL TRIBUNAL

**COURT #2 FREEPORT INSURANCE CENTER, 21B WEST MALL & POINCIANA
DRIVE, FREEPORT, GRAND BAHAMA, COMMONWEALTH OF THE BAHAMAS**

Before

MRS. HELEN J. ALMORALES-JONES (VICE-PRESIDENT)

(SITTING ALONE)

MELINDA PARKER

APPLICANT

A AND W JANITORIAL SERVICES

RESPONDENT

ORDER OF DISMISSAL

APPEARANCES

For the Applicant

No appearance

For the Respondent

No appearance

WHEREAS:

- 1) On the 15th April, 2025, **Melinda Parker** ("the Applicant") filed a **Report of a Trade Dispute** against **A and W Janitorial Services** ("the Respondent") with The Department of Labour in Freeport, The Bahamas, which stated, inter alia, that the issues relevant to the dispute were *Notice Pay, Vacation Pay, Severance Pay, Wrongful Dismissal* and *Unfair Dismissal*;
- 2) By a **Certificate of Referral** dated the 11th June, 2025 (received on the 25th July, 2025), the Honourable Minister of Labour and The Public Service referred the said trade dispute to the Industrial Tribunal, Northern Region ("the Tribunal");
- 3) At 3:39 p.m. on the 25th July, 2025, the Tribunal's Clerk served the **Applicant** with a **Form A** (Originating Application) in accordance with **Rule 5(1)** of **The Industrial Relations Tribunal (Procedure) Rules, 2025** ("the said Rules");
- 4) The Applicant failed to file a **Form A** (Originating Application);
- 5) Pursuant to **Rule 22(1)** of the said Rules, the Tribunal permitted this matter to be set for Call Over to ensure that the case proceeds in a timely, efficient and just manner and to prevent undue delay or the accumulation of a backlog of cases;
- 6) The Tribunal served both parties with the Call Over date by substituted service, namely, the publication of a **Notice of Call Over** in **The Nassau Guardian Newspaper, Thursday, February 12th, 2026 Edition**, notifying both parties that this matter was set for Call Over before the Industrial Tribunal, Northern Region, The Bahamas, at 10:00 a.m. on Friday, 27th February, 2026; and
- 7) Both parties failed to appear before the Tribunal at 10:00 a.m. today, Friday, 27th February, 2026;

IT IS HEREBY ORDERED THAT this matter be dismissed pursuant to **Section 58(1)(d)** of **The Industrial Relations Act, Chapter 321**, as it appears to the Tribunal that further proceedings are unnecessary or undesirable in the public interest.

DATED: This 27th day of February, A.D., 2026.

**Her Honour, Helen J. Almorales-Jones,
Vice-President**