

FORM F

[Rule 16]

COMMONWEALTH OF THE BAHAMAS

BIT/NR/NES/053/2025

In the Matter of the Industrial Relations Act (Chapter 321)

BETWEEN:

Maria Taylor

Applicant

v.

Lucayan Renewal Holdings Ltd.

Respondent

APPEARANCES: Parkco Deal- For Applicant

Veronica Clarke & Deborah Gomez - For Respondent

BEFORE: Her Honour Helen J. Almorales-Jones

ORDER ON DIRECTIONS

WHEREAS:

- 1 In accordance with Rule 5(1) of the Industrial Relations Tribunal (Procedure) Rules, 2025 a Notice for an Originating Application – Form A was sent on 28th July, 2025 by the Tribunal, to the Applicant; and
- 2 Upon receipt by the Applicant of the Notice for an Originating Application the Applicant filed an Originating Application in the Tribunal on the 8th August, 2025; and
- 3 A Notice of Originating Application to the Respondent – Form C and a Notice of Appearance – Form D was sent to the Respondent on the 12th August, 2025; and
- 4 That a Notice of Appearance- Form D was filed out of time on the 13th November, 2025 and a Defence- Form E was filed on the 5th September, 2025 in the Tribunal by the Respondent; and
- 5 Pursuant to Rule 16(1) of the Industrial Relations Tribunal (Procedure) Rules, 2025 the Tribunal set a fixture for the Order on Directions on the 15th December, 2025:

IT IS HEREBY ORDERED by consent of the parties:

- 1) That the Applicant's Counsel apply to be registered as a user on the Tribunal's e-folio electronic portal as soon as practicable;
- 2) That the Applicant's claims for Wages owed and Vacation pay be marked withdrawn and dismissed;
- 3) That the Applicant decide whether she wishes to withdraw this matter because the prospect of her succeeding with her remaining claims balance of fixed-term contract, Notice pay, Severance pay, Constructive Dismissal, Wrongful Dismissal, Unfair Dismissal, Wrongful Dismissal and Return of Severance package are very slim as the parties agreed that: -
 - a) The Applicant had turned 65 years on the 30th April, 2010;
 - b) The Applicant had retired from the Respondent in January 2011 and was paid all monies owed to her in accordance with the parties' employment contract;
 - c) The Applicant had worked for the Respondent under series of fixed-term contracts for 3 months thereafter;
 - d) The Applicant's last contract expired in September 2019;
 - e) The Respondent did not renew the Applicant's contract because of the Hurricane Dorian's impact in September 2019 and the COVID-19 Pandemic shut-downs from March 2020;
 - f) The Applicant was therefore not dismissed by the Respondent as she had retired and her fixed-term contract had ended by the effluxion of time;
 - g) The Statute of Limitation of 6 years meant that the Applicant could only pursue any claims that arose from the 20th February, 2019; and
- 4) That if the Applicant does not withdraw this matter by the 31st December, 2025, the Tribunal will list it for trial for 1 day and serve a Form M (Notice of Hearing) for trial on the Parties' Representatives.

AND THIS IS THE ORDER OF THIS Tribunal

Dated this 15th day of December, A.D., 2025

Helen J. Almorales-Jones
Vice-President