

FORM F

[Rule 16]

COMMONWEALTH OF THE BAHAMAS

BIT/NR/NES/064/2025

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

BETWEEN:

Tamika Burrows

Applicant

v.

Palm Avenue Investments t/a Dolphin Cove

Respondent

APPEARANCES: Labour Advocate-Justin Palacios- For Applicant

Counsel- Jacy Whittaker - 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 7th November, 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 12th November, 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 17th November, 2025; and
- 4 That a Notice of Appearance- Form D was filed on the 20th November, 2025 and a Defence- Form E was filed on the 29th November, 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 30th January, 2026.

IT IS HEREBY ORDERED by consent of the parties:

- a) That the trade dispute is remitted to the parties pursuant to Section 58(1)(a) of The Industrial Relations Act, Cap. 321, for their further consideration with a view to settling it out of court;
- b) That the Respondent produce its records of the Vacation Pay for the Applicant as soon as practicable for the purpose of assessing if the Respondent owes the Applicant any Vacation pay;
- c) That both parties will file their List of Documents and Bundle of Documents on or before Thursday, March 12, 2026;
- d) That both parties' will file their Witness Statements on or before Tuesday, March 31, 2026;
- e) That the parties agreed to an estimated two (2) days of hearing;
- f) That the parties agreed that the Applicant will testify and call 2 witnesses and the Respondent will call 2 or 3 witnesses;
- g) That the parties will continue to have settlement discussions and if an agreement is met they would inform the Tribunal of the same;
- h) That the Tribunal's Listing Office set this matter for trial for two (2) days and serve a Form M (Notice of Hearing) on the Parties' Representatives;
- i) That both parties will file any Brief/Skeleton Arguments at least 7 days before the commencement of the trial, pursuant to Rule 21(1)(c) of the said Rules.

AND THIS IS THE ORDER OF THIS Tribunal

Dated this 30th day of January, A.D., 2026

Helen J. Almorales-Jones
Vice-President