

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)

SOPHIA LOREN TAYLOR

APPLICANT

UNIVERSAL SYSTEMS & SECURITY LTD.

RESPONDENT

ORDER OF DISMISSAL

APPEARANCES

For the Applicant

No appearance

For the Respondent

No appearance

WHEREAS:

- 1) On the 12th May, 2025, **Sophia Loren Taylor** (“the Applicant”) filed a **Report of a Trade Dispute** against **Universal Systems & Security Ltd.** (“the Respondent”) with The Department of Labour in Grand Bahama, The Bahamas, which stated, inter alia, that the issues relevant to the dispute were *Vacation Pay, Wages Owed and Overtime Pay*,
- 2) By a **Certificate of Referral** dated the 11th August, 2025 (received on the 6th November, 2025), the Honourable Minister of Labour And The Public Service referred the said trade dispute to the Industrial Tribunal, Northern Region, (“the Tribunal”);
- 3) On 2 occasions, the Tribunal Clerk notified the Applicant, by telephone, that the Tribunal received the referral of the said trade dispute and she agreed to collect a **Form A** (Originating Application) from the Tribunal for filing, but failed to do so;
- 4) The Tribunal has exhausted all efforts to serve the Applicant, in writing, with notice of the referral of the said trade dispute in accordance with **Rule 5(1)** of **The Industrial Relations Tribunal (Procedure) Rules, 2025** (“the said Rules”);
- 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, 2025;

IT IS HEREBY ORDERED THAT this matter be dismissed pursuant to **Section 58(1)(d)** of **The Industrial Relations Act, Chapter 321**, because it appears 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**