

FORM F

[Rule 16]

COMMONWEALTH OF THE BAHAMAS

BIT/NR/NES/072/2025

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

BETWEEN:

Tenisha Neressa Erskin-Carey

Applicant

v.

BTI (BAHAMAS) Ltd.

Respondent

APPEARANCES: Labour Advocate Justin Palacios- For Applicant

Counsel- Erica Munroe - 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 27<sup>th</sup> 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 17<sup>th</sup> December, 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 17<sup>th</sup> December, 2025; and
- 4 That a Notice of Appearance- Form D was filed out of time on the 16<sup>th</sup> February, 2026 by the Respondent; and
- 5 A Defence Form- E was sent to the Respondent on the 5<sup>th</sup> January, 2026, and was filed on the 16<sup>th</sup> January, 2026; and

6 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 16<sup>th</sup> February, 2026.

**IT IS HEREBY ORDERED** by consent of the parties:

- a) That the Respondent's Counsel will file a Form N by on or before Monday, the 9<sup>th</sup> March, 2026;
- b) That the Applicant's Representative will file his response to the Form N, by on or before Monday the 30<sup>th</sup> March, 2026; and
- c) The Industrial Tribunal to list for Ruling on the Parties Legal Submissions on a date set by the Listing Office.

**AND THIS IS THE ORDER OF THIS** Tribunal

Dated this 16<sup>th</sup> day of February, A.D., 2026

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Helen J. Almorales-Jones

Vice-President