

COMMONWEALTH OF THE BAHAMAS
INDUSTRIAL TRIBUNAL

No. IT/NES/NP2024-028

In The Matter of The Industrial Relations Act

And

In the Matter of the Industrial Relations (Tribunal Procedure) Rules 2010)

BENJI JOSEPH

APPLICANT

AND

COLEMAN DESIGN/Trading as TIPLAR COLEMAN

RESPONDENT

BEFORE: Her Honour, Vice President
Mrs. Rionda Y. Godet

ORDER ON DIRECTIONS

APPEARANCES

BENJI JOSEPH

GARY SANDS – Advocate

V

COLEMAN DESIGN

RICHARD HORTON - Attorney

WHEREAS:

- 1 By Certificate of Referral dated 7th March 2024, the Minister referred the subject Trade Dispute to the Industrial Tribunal;
2. The Applicant submitted a Form A Originating Application dated 22nd April 2025 2026.
3. Pursuant to Rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set a Case Management fixture on 6th November 2025, at which time the parties appeared, and the Respondent was granted an Order for Extension of Time to submit its Appearance and its Defence. The Form D appearance was herein filed on the 21st November 2025 and the Defence was filed on the 23rd December 2025. The Tribunal took note also, at that time, that the Respondent's representative informed that it was now Trading as Tiplar Coleman.
4. Once again, the Tribunal issued notice to both parties of Case Management Hearing set for 1st June 2026, which was attended by representatives for the Applicant and the Respondent. The parties were encouraged to, and agreed that they would enter into dialogue pursuant to Section 60 of the Industrial Relations Act to ascertain whether the issues between them could have been narrowed and some amicable arrangement come to between themselves. The parties agreed to return the following day, 2nd June 2026 and, upon hearing the Respondent on the agreed position taken between the parties, notwithstanding the absence of the Applicant and his Representative due to unanticipated travel, the Tribunal was moved to issue Order on Directions:

IT IS HEREBY ORDERED THEREFORE:

5. Inspection of documents shall take place on or before 19th June 2026 with the Agreed Bundle of documents to be prepared by the Applicant and uploaded with hard copy submitted to the Tribunal on or before the 9th July 2026.
6. The Applicant will have leave to call up to 4 witnesses and the Respondent will also have leave to call up to 4 witnesses.

7. The Applicant's witness statements and skeletal arguments are to be submitted on or before 30th July 2026 and the Respondent's Witness Statements and Skeletal Arguments are to be submitted on or before 20th August 2026. The Witness Statements will stand as Evidence in Chief.
8. The trial of this matter will take place over two days, the dates hereof to be determined by the Registry.

AND THIS IS THE ORDER OF THE TRIBUNAL

Dated this 2nd day of June, A.D. 2026

**Rionda Y. Godet
Vice President
Industrial Tribunal**