

INDUSTRIAL TRIBUNAL

COURT #3 SAFFREY SQUARE, EAST & BAY STREETS, NEW PROVIDENCE
COMMONWEALTH OF THE BAHAMAS

Before
Sharada D. Ferguson (Vice President)
(Sitting Alone)

PHASE ETIENNE

Applicant

AND

EXPERIENCED POOL AND SPA CONSTRUCTION

Respondent

ORDER ON SETTLEMENT

Appearances

For the Applicant

Mr. Tyrone Morris
Labour Advocate

For the Respondent

Mrs. Tai Pinder
Pinder Reckley & Co.

WHEREAS:

1. By Certificate of Referral dated the 4th March, 2025 the Minister referred the Trade Dispute to the Industrial Tribunal; and
2. The Applicant filed in the Industrial Tribunal Originating Application (Form A) on the 11th April, 2025; and
3. The Respondent filed in the Industrial Tribunal a Notice of Appearance (Form D) on the 5th May, 2025; and
4. Pursuant to Rule 8(1) of the Industrial Relations (Tribunal Procedure) Rules, 2010 the Industrial Tribunal set a fixture on the 7th September, 2026 for Case Management Hearing.

IT IS HEREBY ORDERED THAT:

The Tribunal facilitated the parties in discussions with a view of settlement. The process resulted in an agreement of the terms of settlement in the amount of Five Thousand Dollars (\$5,000.00). Accordingly, the Applicant filed a Deed of Settlement and Release (executed on the 10th September, 2026) and a Notice of Withdrawal (Form K) on the 14th September, 2026. Thus, the Originating Application filed in the Industrial Tribunal on the 11th April, 2025, is dismissed by reason of Withdrawal and pursuant to section 58(1)(a) of the Industrial Relations Act, Chapter 321, Statute Laws of The Bahamas.

AND THIS IS THE ORDER OF THIS TRIBUNAL

Dated this 7th day of September, A.D., 2026



Sharada D. Ferguson
Vice President
Industrial Tribunal