

COMMONWEALTH OF THE BAHAMAS
INDUSTRIAL TRIBUNAL

No. NP2026-012

In The Matter of The Industrial Relations Act

And

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

TAMIKA CASH

APPLICANT

Vs

FAMILY MEDICINE CENTER

RESPONDENT

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

ORDER ON DIRECTIONS

APPEARANCES

For the Applicant

EDNOL ROLLE - ADVOCATE

OBIE FERGUSON & CO.

For the Respondent

VANESSA CARLINO

CARLINO & CO

WHEREAS:

1. By Certificate of Referral dated 23rd Dec 2025 the Minister referred the subject Trade Dispute to the Industrial Tribunal;
2. The Applicant filed in the Industrial Tribunal an Originating Application (Form A) on the 11th March 2026;
3. The Respondent filed in the Industrial Tribunal an Appearance (Form A) on the 15th March 2026 and a Defence (Form E) on the 29th May 2026;
4. Pursuant to Rule 15 (1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal conducted a Case Management Hearing for directions today, on the 10th September 2026. The parties, with the assistance of Mediation, were able to agree on particular issues, namely the Applicant's claim for Unfair Dismissal, Overtime of thirty six hours, HR Membership and Christmas Bonus would remain as issues to be determined. In so doing, it is agreed that the following claims are not pursued – namely Wrongful Dismissal, National Insurance Contributions, Sick Leave, Education Bonus and Vacation. Accordingly, as touching the remaining items:

IT IS HEREBY ORDERED THAT:

- a. There will be mutual exchange of documents. Inspection of documents to take place on or before 18th September 2026 and an Agreed Bundle of Documents to be uploaded with physical copy to the Tribunal on or before 25th September 2026.
- b. The Applicant is to file her Skeleton Arguments and Witness Statements on or before 9th October 2026 with hard copies to the Tribunal;
- c. The Respondent is to file Skeleton Arguments and Witness Statements on or before 30th October 2026 with hard copies to the Tribunal;

- d. The Applicant is at liberty to call one witness (1) witness.
- e. The Respondent is at liberty to call five (5) witnesses.
- f. The estimated length of trial is two (2) days.
- g. The dates for the Trial hereof is to be determined by the Registry.

AND THIS IS THE ORDER OF THIS TRIBUNAL

Dated this 10th day of September 2026

RIONDA GODET
Vice President
Industrial Tribunal