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Part A

BRIDGETOWN, BARBADOS, 5TH MARCH, 2020

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Resolution No. 6/2020 for the sum of \$4,498,228 2, 3

Bill re Employment (Prevention of Discrimination) Act, 2020.

Resolution No. 6/2020

Ref. No. 5292/7/1 Vol. 3

Ref. No. 18 Vol. 1T¹

HOUSE OF ASSEMBLY

RESOLVED that the sum of FOUR MILLION, FOUR HUNDRED AND NINETY-EIGHT THOUSAND, TWO HUNDRED AND TWENTY-EIGHT DOLLARS be granted from the Consolidated Fund and be placed at the disposal of the Government to supplement the Estimates 2019–2020 as shown in the Supplementary Estimates No. 13, 2019–2020 which form the Schedule to this Resolution.

2020-03-03

A. HOLDER
Speaker.

SCHEDULE

Supplementary Estimates 2019 – 2020 No. 13

HEAD	Code Number	Provision in Approved Estimates 2019 – 2020	Provision in Supplementary Estimates Nos. 1–12	Supplementary Provision Required
		Other Expenditure	Other Expenditure	Other Expenditure
HEAD 34 – MINISTRY OF FINANCE, ECONOMIC AFFAIRS AND INVESTMENT Program 123: Preservation of Investments Subprogram 0182: Preservation of Investments – British American Insurance Company (Barbados) Limited <i>Account Code: 316 – Grants to Public Institutions</i>	341230182	\$	\$	\$
HEAD 85 – MINISTRY OF YOUTH AND COMMUNITY EMPOWERMENT Program 277: Youth Affairs Subprogram 0567: Barbados Youth Service <i>Account Code: 102 – Other Personal Emoluments</i> <i>Account Code: 103 – National Insurance Contributions</i> <i>Account Code: 206 – Travel</i>	852770567	125,607 155,166 35,000	110,061	500,000 35,389 11,605 12,679

SCHEDULE
Supplementary Estimates 2019 – 2020 No. 13 – Cont'd

HEAD	Code Number	Provision in Approved Estimates 2019 – 2020	Provision in Supplementary Esti- mates Nos. 1–12	Supplementary Provision Required
		Other Expenditure	Other Expenditure	Other Expenditure
HEAD 85 – MINISTRY OF YOUTH AND COMMUNITY EMPOWERMENT – <i>Cont'd</i>		\$	\$	\$
<i>Account Code: 210 – Supplies & Materials</i>		185,335	77,165	271,103
<i>Account Code: 211 – Maintenance of Property</i>		99,874		69,347
<i>Account Code: 212 – Operating Expenses</i>		588,876	519,939	2,474,145
<i>Account Code: 226 – Professional Services</i>		114,900		945,144
<i>Account Code: 751 –Property and Plant</i>		0		6,880
<i>Account Code: 752 – Machinery and Equipment</i>		0		171,935

EMPLOYMENT (PREVENTION OF DISCRIMINATION) ACT, 2020

OBJECTS AND REASONS

This Bill would protect persons from discrimination related to employment.

EMPLOYMENT (PREVENTION OF DISCRIMINATION) ACT, 2020

Arrangement of Sections

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BARBADOS

A Bill entitled

An Act to protect persons from discrimination related to employment.

ENACTED by the Parliament of Barbados as follows:

PART I

PRELIMINARY

Short title

1. This Act may be cited as the *Employment (Prevention of Discrimination) Act, 2020*.

Interpretation

2.(1) In this Act

“business” has the meaning assigned to it by section 2(1) of the *Employment Rights Act, 2012* (Act 2012-9);

“complainant” means a person who makes a complaint under this Act;

“contract of employment” has the meaning assigned to it by section 3 of the *Employment Rights Act, 2012* (Act 2012-9);

“detriment” includes humiliation and denigration;

“disability”, in relation to a person, includes a long term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder the full and effective participation of the person in society;

“discriminate” has the meaning assigned to it by section 3;

“domestic partnership” means the relationship between 2 persons each at least 18 years of age, who live together on a genuine domestic basis but does not include

(a) the relationship between a married couple;

(b) a relationship where one of the persons provides the other with domestic support or personal care or both for a fee or reward,

and “domestic partner” shall be construed accordingly;

“domestic partnership status” means the state of being

- (a) a domestic partner; or
- (b) the domestic partner or the former domestic partner of a particular individual;

“employee” has the meaning assigned to it by section 2(1) of the *Employment Rights Act, 2012* (Act 2012-9);

“employer” has the meaning assigned to it by section 2(1) of the *Employment Rights Act, 2012* (Act 2012-9);

“employment agency” means a person who, for profit, provides services for the purpose of finding employment for others or for supplying employers with employees;

“family member”, in relation to a person, means the child, spouse, domestic partner, parent, uncle, aunt, grandparent, nephew, niece, grandchild, brother or sister of the person;

“family responsibility” means the responsibility of a person, whether alone or in conjunction with others, for the care, support and welfare of a family member;

“marital status” means the state of being

- (a) single;
- (b) married;
- (c) married but living separate and apart from one’s spouse;
- (d) divorced;
- (e) widowed; or
- (f) the spouse or the former spouse of a particular individual;

“medical condition”, in relation to a person, includes

- (a) the total or partial loss of
 - (i) bodily or mental functions; or
 - (ii) a part of the body;
- (b) the presence in the body of organisms causing, or capable of causing, disease or illness;
- (c) the malfunction, malformation or disfigurement of a part of the body;
- (d) a disorder or malfunction that results in a person learning differently from a person without the disorder or malfunction;
- (e) a disorder, illness or disease that affects the thought processes, perception of reality, emotions or judgment of a person or that results in disturbed behaviour;
- (f) a former medical condition; and
- (g) a medical condition that may develop whether because of a genetic predisposition to the condition or otherwise;

“minor” has the meaning assigned to it by section 2 of the *Minors Act*, Cap. 215;

“physical feature” includes the height, weight, shape and size, and any distinguishing mark or peculiarity, of a person;

“respondent” means a person against whom a complaint is made;

“Tribunal” means the Employment Rights Tribunal established by section 6 of the *Employment Rights Act, 2012* (Act 2012-9).

(2) This Act shall be read together with the *Employment Rights Act, 2012* (Act 2012-9) and words defined in that Act and used in this Act have, unless a contrary intention is expressed in this Act, the same meaning.

(3) Where in applying or administering this Act a conflict arises between this Act and the *Employment Rights Act, 2012* (Act 2012-9) this Act shall prevail and

the *Employment Rights Act* shall be construed with such modifications and adaptations as may be necessary for the purpose of giving effect to this Act.

PART II

DISCRIMINATION

Meaning of discrimination

3.(1) For the purposes of this Act, a person discriminates against another person where

- (a) the person, on a ground specified in subsection (2), directly or indirectly, whether intentionally or not, makes a distinction, creates an exclusion or shows a preference, the intent or effect of which is to subject the other person to any disadvantage, restriction or other detriment; or
- (b) the person, directly or indirectly, whether intentionally or not, subjects the other person to any disadvantage, restriction or other detriment in the following circumstances:
 - (i) a ground specified in subsection (2) applies to the other person;
 - (ii) as a consequence of the ground the other person does not comply, or is not able to comply, with a particular requirement of the first-mentioned person;
 - (iii) the nature of the requirement is such that a substantially higher proportion of persons to whom the ground does not apply complies, or is able to comply, with the requirement; and
 - (iv) the requirement is not reasonable in the circumstances.

(2) The grounds referred to in subsection (1) are:

- (a) race;

- (b) origin;
 - (c) political opinion;
 - (d) trade union affiliation;
 - (e) colour;
 - (f) creed;
 - (g) sex;
 - (h) sexual orientation;
 - (i) social status;
 - (j) marital status;
 - (k) domestic partnership status;
 - (l) pregnancy;
 - (m) maternity;
 - (n) family responsibility;
 - (o) medical condition;
 - (p) disability;
 - (q) age;
 - (r) physical feature; and
 - (s) any characteristic which appertains generally or is generally imputed to a person on the basis of any ground referred to in paragraphs (a) to (r).
- (3) For the purposes of this Act,
- (a) where a person acts on several grounds including a ground referred to in subsection (2), the person acts on the ground referred to in subsection (2) if the ground is a substantial reason for the person's action;

- (b) a person shall be taken to have discriminated against another person even though the person acts on the basis of a mistaken assumption; and
 - (c) it is not necessary to show that a ground referred to in subsection (2) applies to the person discriminated against where it is shown that the ground, whether on a mistaken assumption or not, was thought to apply to a relative or associate of the person discriminated against and that fact was a substantial reason for the discrimination.
- (4) For the avoidance of doubt and without prejudice to the generality of subsections (1) and (2)(f), a person discriminates on the ground of creed where the person
- (a) directly or indirectly, whether intentionally or not, subjects another person to any disadvantage, restriction or other detriment because of the other person's appearance or dress and that appearance or dress is required by, or symbolic of, the other person's creed; or
 - (b) requires another person to alter his appearance or dress and that appearance or dress is required by, or symbolic of, the other person's creed.

Prevention of discrimination in relation to job creation and recruitment

- 4.(1) An employer shall not discriminate against a person
- (a) in the creation of jobs;
 - (b) in the making of arrangements for determining who should be offered employment;
 - (c) in the advertisement of employment;
 - (d) in determining who should be offered employment; or
 - (e) in the terms or conditions on which employment is offered.

- (2) An employment agency shall not discriminate against a person
- (a) by refusing to provide the person with its services;
 - (b) in the terms or conditions on which it offers to provide the person with its services;
 - (c) in the manner in which it provides the person with its services; or
 - (d) in any other manner in which it facilitates the employment of the person.
- (3) Subsection (2) does not require an employment agency to ensure that an employer complies with this Act.

Prevention of discrimination in employment

5. An employer shall not discriminate against an employee
- (a) in the terms or conditions of employment that the employer affords the employee;
 - (b) in the provision of facilities or services related to or connected with employment;
 - (c) by the denial or restriction of access to opportunities for promotion, transfer or training or to any other benefits associated with employment;
 - (d) by disciplinary action or dismissal; or
 - (e) by subjection to any other detriment.

Prohibition against testing for medical condition

6. Subject to section 8, an employer shall not require a person to answer questions in relation to, or undergo a test for, a medical condition as a precondition to entering into a contract of employment or as a condition for the continuance of employment.

Employer to make reasonable adjustment

7.(1) An employer shall, upon the request of an employee, make such adjustment for the employee as may be reasonable in the circumstances, where

- (a) any ground referred to in section 3(2)(f), (g), (h), (l), (m), (n), (o), (p) and (r) applies in respect of the employee; and
- (b) the failure to make the adjustment results or would result in the employee, because of the ground, being treated less favourably than a person to whom the ground does not apply would be treated in circumstances that are not materially different.

(2) For the purpose of subsection (1) “adjustment” includes

- (a) allocating some of the duties of the employee to another person;
- (b) altering the hours of work of the employee;
- (c) allowing the employee to be absent during hours of work for the purpose of assessment, rehabilitation or other treatment;
- (d) providing the employee with alternative employment;
- (e) assigning the employee to a different place of work;
- (f) modifying procedures for testing or assessment of the employee;
- (g) modifying instructions or reference manuals with which the employee is required to comply;
- (h) acquiring or modifying equipment for the use of the employee;
- (i) making adjustments to premises to be used by the employee;
- (j) training the employee or arranging for the employee to be trained;
- (k) providing a reader or interpreter to the employee; and
- (l) providing supervision for the employee.

PART III

EXCEPTIONS

Genuine occupational qualification

8.(1) A distinction made, exclusion created or preference shown shall not be taken to be discrimination where the reason for the distinction, exclusion or preference is the existence of a genuine occupational qualification.

(2) Notwithstanding section 6, a person may be required to answer questions in relation to, or undergo a test for, a medical condition where the result of the test is necessary to determine whether the person satisfies, or continues to satisfy, a genuine occupational qualification.

(3) For the purposes of this Act, a qualification is a genuine occupational qualification where it is an inherent requirement of a particular position.

(4) Without prejudice to the generality of subsection (3), being of a particular sex shall be taken to be a genuine occupational qualification where

- (a) the job can only be performed by a person who has physical attributes, other than stamina and strength, which only a person of a particular sex possesses;
- (b) it is necessary, in order to preserve decency or privacy, for the job to be performed by a person of a particular sex;
- (c) the nature of the undertaking or establishment within which the job is to be performed requires the job to be held by a person of a particular sex; or
- (d) the job involves providing persons of a particular sex with personal services concerning their welfare, health or education and those services can most effectively be performed by a person of a particular sex.

Unjustifiable hardship

9.(1) It is a defence to a complaint in respect of a contravention of section 4, 5 or 7 for a person to show that, in the case of

- (a) section 4 or 5, avoiding the discrimination; or
- (b) section 7, making the adjustment,

would impose an unjustifiable hardship on the person.

(2) For the purpose of subsection (1), in determining whether an unjustifiable hardship would be imposed on a person, all of the relevant circumstances of the particular case shall be taken into account including

- (a) the nature of the benefit or detriment likely to accrue to, or to be suffered by, any person concerned;
- (b) the financial circumstances of, and the estimated amount of expenditure required to be made by, the person on whom the hardship would be imposed; and
- (c) the availability of financial and other assistance to the person on whom the hardship would be imposed.

Measures intended to achieve equality

10.(1) The adoption by an employer of a measure described in subsection (2) shall not be taken to be discrimination.

(2) The measure referred to in subsection (1) is one that is

- (a) designed to promote equality of opportunity for disadvantaged groups;
- (b) a fair and proportionate means of achieving such equality of opportunity; and
- (c) used only for so long as it is necessary for the attainment, in the circumstances, of such equality of opportunity.

Care of minors

- 11.** Sections 4 and 5 do not render discrimination unlawful where
- (a) the employment involves the care, instruction or supervision of minors; and
 - (b) the discrimination is reasonably necessary to protect the physical, psychological or emotional well being of such minors.

Religious bodies

- 12.** Sections 4 and 5 do not apply to
- (a) the ordination or appointment of priests, ministers of religion or members of a religious order;
 - (b) the training or education of persons seeking ordination or appointment as priests, ministers of religion or members of a religious order;
 - (c) the administration of a body established for religious purposes in accordance with the precepts of that religion; or
 - (d) any other practice of a body established for religious purposes that conforms with the precepts of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion.

Educational institutions administered in accordance with particular religious beliefs

- 13.** Sections 4 and 5 do not render unlawful discrimination in the case of an educational institution where
- (a) the institution is administered in accordance with the precepts of a particular religion; and
 - (b) the discrimination is founded on the precepts of the religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion.

Religious appearance or dress

14. Sections 4 and 5 do not render unlawful discrimination in the case of religious appearance or dress where

- (a) the discrimination arises as a consequence of a person refusing to reveal his face in circumstances in which the person has been requested to do so for the purpose of verifying the identity of the person, and the request was reasonable in the circumstances;
- (b) by reason of the person's appearance or dress, the person is not, or would not be, able to
 - (i) perform adequately, and without endangering himself or other persons, the work genuinely and reasonably required for the employment or position in question; or
 - (ii) respond adequately to situations of emergency that may reasonably be anticipated in connection with the employment or position in question; or
- (c) the discrimination is for the purposes of enforcing a standard of appearance or dress reasonably required for the employment.

Charities

15. Sections 4 and 5 do not

- (a) affect a provision in a charitable instrument for conferring benefits wholly or mainly on
 - (i) persons of a particular sex, race, creed, disability, medical condition, age or age group;
 - (ii) persons of a particular marital or domestic partnership status;
 - (iii) pregnant women;
 - (iv) spouses or domestic partners of a particular category;

- (v) persons with family responsibilities or particular family responsibilities; or
- (b) render unlawful an act done to give effect to such a provision.

Sport

16.(1) Sections 4 and 5 do not render unlawful the exclusion of persons from participation in a competitive sporting activity on the ground of sex in the following circumstances:

- (a) where the sporting activity is one in which the strength, stamina or physique of the competitor is relevant to the outcome of the competition;
- (b) where the exclusion is genuinely intended to facilitate or increase the participation of persons, or a category of persons, of a particular sex in the sporting activity and
 - (i) it is unlikely that those persons will participate, or that there will be an increase in participation by those persons, in the sporting activity if the exclusion is not made (having regard to all of the circumstances of the persons or category of persons); and
 - (ii) there are reasonable opportunities for excluded persons to participate in the sporting activity in another competition;
- (c) where
 - (i) the exclusion is reasonably required to enable participants in the sporting activity to advance to competitions at a level higher than that in which the exclusion is to occur (being a requirement that is due to the structure of, or restrictions in, the higher level competitions); and
 - (ii) there are reasonable opportunities for excluded persons to participate in the sporting activity in another competition; or

- (d) in such other circumstances as may be prescribed by the Minister by Order.
- (2) Sections 4 and 5 do not render unlawful the exclusion of a person who has a disability from participation in a sporting activity where
 - (a) the activity requires physical or intellectual attributes that the person does not possess; or
 - (b) in the case of a sporting activity conducted wholly or mainly for persons who have a particular disability, the person's disability is not of that kind.
- (3) Sections 4 and 5 do not render unlawful the exclusion of persons of particular age groups from participation in a competitive sporting activity.
- (4) Sections 4 and 5 do not render unlawful the exclusion of persons from participation in a competitive sporting activity on the ground of physical feature where the sporting activity is one in which the strength, stamina or physique of the competitor is relevant to the outcome of the competition.

Visual and performing arts

- 17.(1) Sections 4 and 5 do not render unlawful discrimination in relation to visual and performing arts on the ground of age, race, sex or colour where the discrimination is reasonable or necessary for reasons of authenticity or credibility.
- (2) Sections 4 and 5 do not render unlawful discrimination in relation to visual and performing arts on the ground of physical feature.
- (3) For the purpose of this section “visual and performing arts” includes modelling.

Employment other than in connection with a business

- 18. This Act does not apply where the employment is not connected with a business of the employer.

Insurance

19. Sections 4 and 5 do not render unlawful discrimination on the ground of sex, age or medical condition in respect of the terms on which medical insurance or any other form of insurance is offered or may be obtained as a term or condition of employment where the discrimination is

- (a) based on actuarial or statistical data from a source on which it is reasonable to rely; and
- (b) reasonable having regard to that data.

Exception regarding identity of family member in certain cases

20. Sections 4 and 5 do not render unlawful discrimination on the ground of the identity of a family member where the discrimination is, having regard to all the circumstances of the particular case, reasonably necessary to preserve confidentiality, avoid conflicts of interest or nepotism or protect the health or safety of persons.

Exception regarding pregnancy

21. Sections 4 and 5 do not render unlawful the granting to women of rights or privileges in connection with pregnancy or childbirth, whether pursuant to an enactment or otherwise.

Acts done in compliance with court order or pursuant to enactment

22. An act done

- (a) in compliance with an order of a court; or
- (b) pursuant to any enactment,

shall not be taken to be discrimination.

PART IV

ENFORCEMENT

Complaint of discrimination in relation to job creation and recruitment

23. A person who alleges that he has been discriminated against in contravention of section 4 may, within 3 months of the date of the occurrence of the discrimination, make a written complaint to the Tribunal.

Complaint of discrimination by fellow employee

24.(1) An employee who alleges that he has been discriminated against by another employee may, within 3 months of the date of the occurrence of the discrimination, make a written complaint to the employer.

- (2) An employer shall, upon receipt of a complaint under subsection (1),
 - (a) inform the employee against whom the complaint is made, of the substance of the complaint in writing; and
 - (b) investigate the complaint.
- (3) Where after conducting an investigation an employer finds that
 - (a) an employee has been discriminated against, the employer shall take such disciplinary action as is appropriate against the employee against whom the complaint is made; or
 - (b) discrimination has not been committed, the employer shall in writing notify the complainant and the employee against whom the complaint is made of his decision and the reason for it.
- (4) Where discrimination continues after a complaint is made to, or action is taken by, an employer under this section, an employee may, within 3 months of the date of the occurrence of the event that constitutes a continuation of the discrimination, make a written complaint to the Tribunal.

(5) Where an employee is aggrieved by the decision or action of an employer under this section, the employee may, within 3 months of the date of notification of the decision or the taking of the action, make a written complaint to the Tribunal.

Complaint of discrimination by employer

25. An employee who alleges that he has been discriminated against by his employer in contravention of section 5 may, within 3 months of the date of the occurrence of the discrimination, make a written complaint to the Tribunal.

Complaint in relation to questions on or testing for medical conditions

26. A person who alleges that he has been required to answer questions in relation to, or to undergo a test for, a medical condition as a precondition to entering into a contract of employment or as a condition for the continuance of employment in contravention of section 6 may, within 3 months of the date on which the person was required to answer the questions or was informed of the requirement for the test, make a written complaint to the Tribunal.

Complaint in relation to failure to make reasonable adjustment

27.(1) An employee who alleges that an employer has contravened section 7 in relation to him may, within 3 months of the date on which the matter complained of arose, make a written complaint to the Tribunal.

(2) A matter shall not be taken to have arisen for the purposes of making a complaint under subsection (1) unless an employee allows an employer, having regard to the particular circumstances, a reasonable period within which to make an adjustment under section 7.

Complaints by representative organisations and group complaints

28.(1) A complaint may be made by another person or by a trade union or another representative group on behalf of a person.

(2) Where a group of persons, having the same or substantially the same interests, has a complaint, one complaint may be made in a representative capacity.

Tribunal may extend time for making complaint

29. Notwithstanding sections 23 to 27, where the Tribunal is satisfied that it was not reasonably practicable for a complaint to be presented within a period prescribed in those sections, the Tribunal may hear and determine the complaint where the complaint is presented within such further period as the Tribunal considers reasonable in the circumstances.

Complaint to Tribunal to be made through Chief Labour Officer

30.(1) A complaint to be made to the Tribunal under this Act shall be made through the Chief Labour Officer.

(2) A complaint shall be taken to have been made to the Tribunal on the date that it is presented to the Chief Labour Officer.

Action by Chief Labour Officer and Tribunal upon receipt of a complaint

31. Sections 43 and 44 of the *Employment Rights Act, 2012* (Act 2012-9) apply, with such modifications and adaptations as may be necessary, to a complaint under this Act in the same manner as those sections apply to a complaint under that Act.

Determination of complaint by Tribunal

32. Where the Tribunal finds that a complaint under this Act is well founded, the Tribunal

- (a) shall make a declaration to that effect;
- (b) may order the respondent to
 - (i) pay compensation to the complainant;

- (ii) make such adjustment for the complainant as may be reasonable in the circumstances;
 - (iii) make available to the complainant, specific opportunities and privileges unfairly denied to the complainant;
 - (iv) implement such policies or measures as the Tribunal may order to eliminate discrimination or terminate any policies or measures that facilitate discrimination;
 - (v) undertake counselling or training designed to eliminate discrimination;
 - (vi) provide to the Tribunal such reports as the Tribunal may require regarding the implementation by the respondent of the order of the Tribunal; and
- (c) may, where the complaint involved the dismissal of the employee, proceed with the case under Part VI of the *Employment Rights Act, 2012* (Act 2012-9) as if the case were a case in which the Tribunal had found that a complaint of unfair dismissal was well founded.

Functions of Chief Labour Officer generally in relation to administration and enforcement of Act

33. Sections 5 and 45 of the *Employment Rights Act, 2012* (Act 2012-9) apply to the administration and enforcement of this Act, with such modifications and adaptations as may be necessary, as those sections apply to that Act.

PART V

MISCELLANEOUS

Register of complaints

- 34.(1) The Chief Labour Officer shall cause to be kept a register of all complaints made under this Act.
- (2) The Chief Labour Officer shall cause to be recorded in the register
- (a) the name and address of the person who made the complaint;
 - (b) the ground of discrimination alleged and a brief statement of the facts giving rise to the complaint; and
 - (c) such other information as may be appropriate.
- (3) The register shall be maintained in a confidential manner.

Policy against discrimination

- 35.(1) An employer shall
- (a) have a clear, written policy against discrimination within the workplace which
 - (i) must contain the terms set out in the *First Schedule*; and
 - (ii) may contain any term that is consistent with this Act; and
 - (b) present a copy of the policy to each employee within 6 months of the commencement of this Act or upon the commencement of employment by the employee.
- (2) An employer may consult with employees and their representatives in relation to the establishment of the policy.

(3) A person who contravenes subsection (1) is guilty of an offence and is liable on summary conviction to a fine of \$5 000 or to imprisonment for 6 months or both.

(4) The Minister may by Order amend the *First Schedule*.

Confidentiality

36.(1) An employer who keeps or handles the medical records of an employee shall

- (a) ensure that the records are kept and handled confidentially; and
- (b) not divulge the contents of the records to any person except
 - (i) with the consent of the employee and in accordance with the terms of that consent;
 - (ii) in accordance with an order of the Tribunal or a court; or
 - (iii) in accordance with an enactment.

(2) An employer who contravenes subsection (1) is guilty of an offence and is liable on summary conviction to a fine of \$10 000 or to imprisonment for one year or both.

Prohibition of victimization of employees

37.(1) No employer shall carry out any action which adversely affects the opportunities and terms and conditions of service of an employee who has

- (a) made a complaint under this Act;
- (b) given testimony with respect to any investigation conducted or hearing held under this Act in connection with a complaint; or
- (c) otherwise participated in an investigation, procedure or hearing under this Act.

(2) No person shall subject or threaten to subject another person to any detriment on the ground that the other person has

- (a) made or proposes to make a complaint under this Act;
- (b) furnished or proposes to furnish any information or any documents to a person exercising or performing any function under this Act; or
- (c) attended or proposes to attend a hearing under this Act in which he has a direct interest or to appear at the hearing as a witness.

(3) A person who contravenes subsection (1) or (2) is guilty of an offence and is liable on summary conviction to a fine of \$20 000 or to imprisonment for 2 years or both.

Regulations

38. The Minister may make Regulations for giving effect to this Act.

Consequential amendments

39. The enactment set out in the first column of the *Second Schedule* is amended to the extent specified opposite thereto in the second column.

Commencement

40. This Act comes into operation on a date to be fixed by Proclamation.

FIRST SCHEDULE*(Section 35)***CONTENT OF POLICY STATEMENT AGAINST DISCRIMINATION**

The policy statement against discrimination referred to in section 35 must contain the following provisions:

- (a)* a definition of discrimination that is substantially the same as the definition in section 3;
- (b)* a statement to the effect that every employee is entitled to employment free of discrimination;
- (c)* a statement to the effect that the employer will make every reasonable effort to ensure that no employee is subjected to discrimination;
- (d)* a statement to the effect that the employer will take such disciplinary measures as the employer deems appropriate against any person under the employer's direction who subjects an employee to discrimination;
- (e)* a statement explaining how complaints of discrimination may be brought to the attention of the employer;
- (f)* a statement to the effect that the employer will not disclose the name of a complainant or respondent or the circumstances related to a complaint to any person except where disclosure is necessary for the purposes of investigating the complaint or taking disciplinary measures in relation thereto; and
- (g)* a statement informing employees of the provisions in this Act which give them a right to make a complaint where discrimination is committed against them and the relevant authority to whom the complaint may be made.

SECOND SCHEDULE

(Section 39)

CONSEQUENTIAL AMENDMENTS

Column 1	Column 2
Enactment	Amendments
<i>Employment Rights Act, 2012</i> (Act 2012-9).	1. In section 2, delete the definitions of "disability", "family member" and "spouse". 2. Delete section 7(2) and substitute the following: "(2) The jurisdiction of the Tribunal is to determine complaints made to it under this Act or under any other enactment that provides for enforcement by the Tribunal, and subject to section 48, to make awards and other decisions in relation to those complaints in accordance with its powers." 3. In section 11, insert after the word "harassment", the words "or a contravention of the <i>Employment (Prevention of Discrimination) Act, 2020</i> (Act 2020-)". 4. In section 30(1) (a) in paragraph (c) (i) delete sub-paragraph (vii); (ii) in sub-paragraph (ix), insert after the semicolon, the word "or"; and (iii) delete sub-paragraphs (x) and (xi); and (b) insert after paragraph (c), the following: "(d) the reason for the dismissal constitutes a contravention of the <i>Employment (Prevention of Discrimination) Act, 2020</i> (Act 2020-)."

Read three times and passed the House of Assembly this
day of _____, 2020.

Speaker

Read three times and passed the Senate this _____ day of
_____, 2020.

President

PARLIAMENT

FIRST SESSION OF 2018-2023

BILL

cited as the Employment
(Prevention of Discrimination) Act,
2020

Government Printing Department



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Part B

BRIDGETOWN, BARBADOS, 5TH MARCH, 2020

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NOTICE NO. 1

NOTICE OF LIQUIDATION

THE COMPANIES ACT, CAP. 308

RBC Royal Bank Holdings (Bahamas) Limited

Company No.: 33720

NOTICE OF DISSOLUTION

TAKE NOTICE that the shareholders of RBC ROYAL BANK HOLDINGS (BAHAMAS) LIMITED passed a special resolution in writing dated the 26th day of July, 2019 requiring the said company to be liquidated and dissolved voluntarily in accordance with Section 367 (4) (b) of the Companies Act, Cap. 308 of the Laws of Barbados and a certificate of intent to dissolve was issued to the Company pursuant to that Act on the 31st of October, 2019.

And further take notice that if you have any claim against the said Company, proof of such claim must be filed with the Company within one (1) month of the date of this notice, after which time the property of the above company will be distributed amongst the persons entitled thereto, having regard to the claims of which the Company has then notice.

Registered Office Address: Royal Bank Building,
Broad Street, Bridgetown, Barbados.

Dated this 17th day of February, 2020.

MARTIN ANDREW ROBERT DE SILVA
Director.

NOTICE NO. 2

The Change of Name Act, Cap. 212A

Applications of the below-mentioned persons for a Change of Name under the Change of Name Act, Cap. 212A have been made to the Registrar of the Supreme Court:

<i>Name</i>	<i>Address</i>	<i>Proposed Name</i>
SHAKIAH TEANNA HUSBANDS	Trents, St. Lucy.	SHAKIAH TEANNA YEARWOOD
JACEQUELIN ALLEYNE	#5 Endeavour Close, Station Hill, St. Peter.	JACQUELINE ALLEYNE
LUCILLE AVONDA SANDIFORD	Prospect, St. James.	LUCILLE AVONDA THOMPSON
NEVILLE RICARDO FORDE	158 Husbands Heights, St. James.	NEVILLE RICARDO TODD
SHERICE NIKITA BOURNE	#9 Gemswick, St. Philip.	SHERICE NIKITA BOURNE-DARLINGTON
KEIMANI ANDESON DEANE	#17, 6th Avenue, South Lowland Drive, Friendship Terrace, St. Michael.	KEIMANI ANDERSON BELGRAVE-DEANE
LIAM-JE'SHAÉ JAMAL ROLLINS	Cane Vale New Road, Christ Church.	LIAM JE'SHAÉ ROLLINS-FRANKLYN
WINFIELD FITZGERALD HENDERSON BRYCE	Coverley Land, Christ Church.	WINFIELD FITZGERALD HENDERSON MILLER
DAWN YVETTE BOWEN	#70 Hoytes Terrace, St. James.	NYAMEKYE IMANI GRETA BOWEN

Dated this 5th day of March 2020.

A. KING
for Registrar of the Supreme Court.

NOTICE NO. 8 (second publication)

**SUPREME COURT OF BARBADOS
IN THE HIGH COURT OF JUSTICE**

CLAIM NO. LTP 40 of 2019

**NOTICE OF APPLICATION FOR DECLARATION
OF OWNERSHIP AND CERTIFICATE OF TITLE
IN RESPECT OF ALL THAT LAND SITUATE AT
DEIGHTON ROAD IN THE PARISH OF SAINT
MICHAEL IN THIS ISLAND**

**IN THE MATTER OF THE LAND (TITLE
PROCEEDINGS) ACT, 2011 (Section 3);**

AND IN THE MATTER OF ALL THAT land situate at Deighton Road in the parish of Saint Michael in this Island containing by admeasurement 522.76 square metres or thereabouts on a plan of land made and Certified on 20th October 1996 by Nigel Griffith, Land Surveyor abutting and bounding on lands now or late of Carl Simmons, on lands now or late of George Alleyne, on lands now or late of Olwyn Taylor, on lands now or late of Mary Simmons and on a public road called Deighton Road leading to Dayrells Road and Brittons Hill or however else the same may abut and bound together with the Chattel House thereon.

TAKE NOTICE that **NICOLA MECHELLE PRICE** of Deighton Road in the parish of Saint Michael in this Island has applied to the High Court for a declaration of her ownership of the title and a certificate of title in respect of the property described above.

Any person having any adverse claim, lien, charge, right or interest against the said property should submit the claim duly authenticated on oath to the Registrar of the Supreme Court, Bridgetown on or before the **6th day of May, 2020**.

Any other person who has any information relating to the ownership of the said property is invited to give such information in writing to the Registrar of the Supreme Court, Bridgetown on or before the **6th day of May, 2020**.

Dated the 5th day of March, 2020.

RICHARD P. BYER & CO.
Attorneys-at-Law for the Claimant
Rendezvous High Ridge, Rendezvous
Christ Church.

GOVERNMENT NOTICE**Temporary Assignment of Responsibility of Ministers**

Dr. the Hon. William F. Duguid, J.P., M.P.

Responsibility under Section 72 (1) of the Constitution for the functions of the Minister of Energy and Water Resources for the period January 14 to 16, 2020.

Senator the Hon. Miss Lucille C. Moe

Responsibility under Section 72 (1) of the Constitution for the functions of the Minister of Education, Technological and Vocational Training for the period February 12 to 15, 2020.

The Hon. Wilfred A. Abrahams, M.P.

Responsibility under Section 72 (1) of the Constitution for the functions of the Attorney General and Minister of Legal Affairs for the period February 15 to 22, 2020.

The Hon. Peter R. Phillips, M.P.

Responsibility under Section 72 (1) of the Constitution for the functions of the Minister of Transport, Works and Maintenance for the period February 17 to 22, 2020.

The Hon. Kirk D. M. Humphrey, M.P.

Responsibility under Section 72 (1) of the Constitution for the functions of the Minister of Tourism and International Transport for the period February 18 to 23, 2020.

The Hon. Adrian R. Forde, M.P.

Responsibility under Section 72 (1) of the Constitution for the functions of the Minister of Creative Economy, Culture and Sports for the period February 18 to 23, 2020.

The Hon. Kirk D. M. Humphrey, M.P.

Responsibility under Section 72 (1) of the Constitution for the functions of the Minister of Energy and Water Resources for the period February 22 to March 1, 2020.

The Hon. Dwight G. Sutherland, M.P.

Responsibility under Section 72 (1) of the Constitution for the functions of the Minister of International Business and Industry for the period February 27 to March 1, 2020.

(M.P. 8251/11 Vol. LXVII)

Barbados Water Authority Prohibition Notice



Barbados Water Authority Act, Cap. 274A

NOTICE GIVEN UNDER SECTION 14 OF THE BARBADOS WATER AUTHORITY (WATER SERVICES) REGULATIONS, 1982

The Barbados Water Authority, in exercise of the powers conferred by Section 14(1) of the Barbados Water Authority (Water Services) Regulations, 1982 hereby **prohibits the use of potable water for:**

- a) irrigation or watering of gardens, lawns and grounds by hose or sprinkler systems;
- b) filling or supplying tanks, ponds, baths or swimming pools other than:
 - i. dipping tanks for cattle,
 - ii. domestic baths not exceeding 120 litres (32 gals) in capacity, and
 - iii. elevated reserve tanks, not exceeding 800 litres (211 gals) in capacity and connected to household sewerage or water supply systems;
- c) washing roadways, pavements, paths, garages, outrooms or vehicles by hose;
- d) washing of windows and building exteriors.

The general public is advised that the aforesaid prohibition will recommence on **Friday, March 6, 2020** and end on **Friday, July 31, 2020**. While this prohibition is in effect, no person shall use or cause or permit to be used, for any prohibited purpose, any water supplied by or obtained from the pipes of the Barbados Water Authority except in accordance with the conditions hereinafter set out.

The general public is further advised that it is an offence for any person to contravene this prohibition and such person will be liable on summary conviction to **a fine of \$500 and in default of payment to imprisonment for one (1) month.**

The above prohibition is subject to the following conditions:

Agriculture

Animal farmers are permitted to use handheld hoses or pressure washers (rated at less than 3 gallons per minute) with an automatic flow cut off device to wash the surroundings where the animals are kept.

Non-Commercial Vehicle Wash

Vehicles other than vehicles washed at a commercial vehicle wash, a business that services, details or repairs vehicles or a vehicle dealership are permitted to be washed using a bucket.

Windows, Buildings etc.

- Building gutters are permitted to be cleaned at any time by any means.
- Windows and other external parts of buildings are permitted to be washed at any time by using a bucket and mop/brush, squeegee or a high-pressure low-volume cleaner.
- Except in the circumstances mentioned by this paragraph water from Barbados Water Authority's supply shall not be used to wash building exteriors unless cleaning is necessary as a result of an accident, fire, health hazard or other emergency. In such circumstances the most water-efficient method available should be adopted.

Roadways, Dust Suppression

Wherever practicable non-potable water should be used to wash down roadways, driveways, construction materials.

In greenfield sites the use of water from the Barbados Water Authority's supply that is legally obtained, is permitted to be used for dust or pollutant suppression or earth compaction only by means of a hose fitted with an automatic flow cut-off device or a vehicle fitted with sprinklers.

Prohibition Guidelines

To view additional conditions, please visit the Authority's Facebook page @bwa.bb or its website at www.barbadoswaterauthority.com.



.....
Keithroy Halliday
General Manager
Barbados Water Authority

Dated this ^{4th}..... day of March 2020

APPENDIX I

**LIST OF TRAVEL AGENTS LAWFULLY CARRYING ON BUSINESS IN
BARBADOS AS AT FEBRUARY 29, 2020**

NAME OF TRAVEL SERVICE	ADDRESS	DATE OF EXPIRY OF LICENCE
Butcher Travel Services & Tours Inc.	20 Westcliff, St. James	2020-07-28
Caribbean World Travel Services Ltd. T/A Going Places Travel	P.O. Box 605C, CWTS Complex, Lower Estate, St. Michael	2020-04-21
Caribbean World Travel Services Ltd. T/A Going Places Travel	Sheraton Centre, Sargeant's Village, Christ Church	2020-04-21
Caribbean World Travel Services Ltd. T/A Going Places Travel	West Mall, Sunset Crest, St. James	2020-04-21
Caribbean World Travel Services Ltd. T/A Going Places Travel	Town Square Mall, Speightstown, St. Peter	2020-04-21
Caribbean World Travel Services Ltd. T/A Going Places Travel	"Speedbird House" Independence Square, Bridgetown.	2020-04-21
Caribbean World Travel Services Ltd. T/A Going Places Travel	Sun Plaza, Worthing Main Road, Christ Church	2020-04-21
DMA Value Vacations	No. 23-24 Hastings Plaza, Christ Church	2020-09-21
Foster and Ince Cruise Services Inc.	Sheraton Centre, Sargeant's Village, Christ Church	2020-07-03
Foster and Ince Cruise Services Inc.	Shop #9 Kensington Mall, Fontabelle, St. Michael	2020-07-03
Roberts Destinations Unlimited Inc T/A Destinations Unlimited	"Carmen" Rockley, Christ Church	2020-06-18
Springer Investment Ltd. T/A Worldwide Travel Agency	No.10, 8th Avenue Belleville St. Michael	2020-01-29
The Travel House Inc.	Mall Internationale, Haggatt Hall, St. Michael	2020-06-03
Windsor Travel Ltd.	Hastings, Christ Church	2020-06-30
Xclusive Travel & Services Co. Ltd	38 Goodwood Park, Graeme Hall, Christ Church	2020-04-29
Xianiks Travel & Tours Inc.	Lower Bay Street St. Michael	2020-10-30

APPENDIX II

**LIST OF TOUR OPERATORS LAWFULLY CARRYING ON BUSINESS IN
BARBADOS AS AT FEBRUARY 29, 2020**

NAME OF OPERATOR	ADDRESS	DATE OF EXPIRY OF LICENCE
APL Services Inc.	Upper Collymore Rock, St. Michael	2020-09-06
Barbados Prestige Tours Ltd	No. 1 Applewhaite St. George	2020-08-07
Blu Isles Inc.	Maxwell Main Road Christ Church	2020-10-29
Blue Ocean Tours Inc.	Suit 201, Building 4 Harbour Road Business Park St. Michael	2020-06-14
Cameron Taxi & Tours Services Inc.	Long Gap Spooner's Hill, St. Michael	2020-04-25
Caribbean World Travel Services Ltd. T/A Going Places	P.O Box 605C, CWTS Complex, Lower Estate, St. Michael	2020-04-21
DMA Value Vacations Travel and Tours Inc.	No. 23-24 Hastings Plaza, Christ Church	2020-09-21
Foster & Ince Cruise Services Inc.	Suite 201 Building No. 4, Harbour Business Park Bridgetown	2020-09-07
Good Fortune Tours	One Accord Plaza, Warrens, St. Michael	2021-01-04
International Travel Connections (Barbados) Ltd	#60 Plum Grove Lodge Road Christ Church	2020-11-09
Island Safari	CWTS Complex, #2 Lower Estate, St. George	2019-10-24
JetStream Air Services Inc.	Rices Main Road Rices, St. Philip	2020-08-24
Johnsons Stables & Garage Ltd	CWTS Complex, #2 Lower Estate, St. George	2020-03-03
Latitude Air Charters Inc.	14A Graeme Hall, Town House, Graeme Hall, Christ Church	2020-06-07

APPENDIX II

**LIST OF TOUR OPERATORS LAWFULLY CARRYING ON BUSINESS IN
BARBADOS AS AT FEBRUARY 29, 2020**

NAME OF OPERATOR	ADDRESS	DATE OF EXPIRY OF LICENCE
Remac Tours	Chapel Street, Speightstown	2020-07-28
Sunmark Limited T/A Sunline Barbados	Thyme Bottom 1 Pilgrim Place Christ Church	2020-11-24
Sun Tours Caribbean Limited	“Bideford” Browne’s Gap, Rockley, Christ Church	2020-09-07
Sveltiana de-Freitas	22 Walkers Terrace, St. George	2020-10-19
St James Travel & Tours	Thyme Bottom 1 Pilgrim Place Christ Church	2020-11-01
Xianiks Travel & Tours Inc.	Lower Bay Street St. Michael	2020-10-30

DONNA CADOGAN (Mrs.)
for Registrar of Travel Services

In the Supreme Court of Judicature

NOTICE NO. 3

BARBADOS

IN THE SUPREME COURT OF JUDICATURE

High Court

No. 1158 of 2008

PAULINE PATRICIA PAYNE Plaintiff

DAVID OLIVER BEST Defendant
(duly constituted attorney on record for
RICHARD NORMAN LEIGH III,
Qual. Adm. Estate of GERTRUDE LEIGH, deceased)

The undermentioned property will be set up for sale at the Registration Office on the 27th day of March, 2020 at 2 p.m. and if not then sold it will be set up for sale on each succeeding Friday at 2 p.m. until sold.

PROPERTY: FIRSTLY ALL THAT land situate at Grant's Gap, Westbury Road in the parish of Saint Michael in this Island containing 174.0 square metres on a Plan certified on the 8th June, 2006 by C.C. Austin, Land Surveyor to the North on lands of Gerald Taylor, to the East on lands of The Estate of Gertrude Leigh, deceased, to the South on Grant's Gap 3.66 metres wide and to the West on a road leading to Westbury New Road or however else the same may abut and bound.

SECONDLY ALL THAT land situate at Grant's Gap, Westbury Road, in the parish of Saint Michael containing 164.0 square metres certified on the 8th June, 2006 by C.C. Austin Land Surveyor ABUTTING AND BOUNDING to the North on a road 3.66 metres wide, to the East on lands now of Eric Jackman, and to the South on lands of Marjorie Maynard and to the West on lands of Darnley Forde or however else the same may abut and bound.

THIRDLY ALL THAT land situate at Grant's Gap, Westbury Road in the parish of Saint Michael containing by admeasurement 144.1 square metres ABUTTING AND BOUNDING to the North on lands of Esther Green and Estate of Eudora Scantlebury, deceased, to the East on lands of Hartley Watts, to the South on a road called Grant's Gap 3.66 metres wide and to the West on lands of Gerald Taylor and lands of the Estate of Gertrude Leigh, deceased however else the same may abut and bound.

FOURTHLY ALL THAT land situate at Wilkinson Road, Richmond in the parish of Saint Michael in this Island containing by admeasurement 182.4 square metres on a Plan certified on the 8th June, 2006 by C.C. Austin, Land Surveyor ABUTTING AND BOUNDING to the North on lands of Rupert Harris, to the East on lands of Samuel Morris, to the South on a road called Wilkinson Road (4.88 metres Wide) to the West on Lower Richmond Gap or however else the same may abut and bound.

UPSET PRICES: \$9,400.00; \$13,900.00; \$40,000.00;
\$17,000.00.

Dated this 25th day of February 2020.

BARBARA COOKE-ALLEYNE, Q.C.
Registrar of the Supreme Court.

NOTICE NO. 4

BARBADOS

IN THE SUPREME COURT OF JUDICATURE

High Court

No. 296 of 2008

JOYLYN CLARKE Plaintiff

MONICA ALRICA STEPHENS Defendant

The undermentioned property will be set up for sale at the Registration Office on the 27th day of March, 2020 at 2 p.m. and if not then sold it will be set up for sale on each succeeding Friday at 2 p.m. until sold.

PROPERTY: ALL THAT certain parcel of land situate at Deacons Road in the parish of Saint Michael in this Island containing by admeasurement four hundred and seventy eight square metres or thereabouts ABUTTING AND BOUNDING on the North on lands now or formerly of Fitzgerald Sealy (Deceased) to the East on lands now or formerly of Plantations Holdings Ltd to the South on a road in common leading to Deacons Road to the West on lands now or formerly of Warrington Greenidge or however else the same may abut and bound together with the two dwelling houses thereon.

UPSET PRICE: \$40,000.00.

Dated this 25th day of February 2020.

BARBARA COOKE-ALLEYNE, Q.C.
Registrar of the Supreme Court.

Probate Advertisements

NOTICE NO. 5

BARBADOS

IN THE SUPREME COURT OF JUDICATURE

High Court

In the Estate of

CHARLES FENNELL BENNETT

Deceased

PUBLIC NOTICE is hereby given that an application is being made for the following Grant of Probate namely:-

PROBATE of the Will dated the 22nd day of June 2018 of CHARLES FENNELL BENNETT, deceased late of Lot 39 Union Development in the parish of Saint Philip in this Island who died at #39 Pomegranate Drive, Union in the parish of Saint Philip in Barbados on the 18th day of January 2020 by PRINCESS EDGHILL and NETA IANTHY BURNETT the Executors named in the Will of the said deceased.

An application shall be submitted to the Supreme Court fourteen (14) days from the date of Notice in the *Official Gazette* and from the date of the second Notice of advertisement.

Dated the 5th day of March 2020.

St. CLAIR E. HOWELL, Q.C.
Attorney-at-Law.

NOTICE NO. 6

BARBADOS

IN THE SUPREME COURT OF JUDICATURE

High Court

In the Estate of

ELSIE SKEETE

Deceased

PUBLIC NOTICE is hereby given that an application is being made for the following Grant of Letters of Administration namely:-

LETTERS OF ADMINISTRATION in respect of the Estate of ELSIE SKEETE late of Orange Hill in the

parish of Saint James in Barbados who died, intestate, in Barbados on the 15th day of November 2011, by WILMA ELAINE SKEETE, the niece of the deceased.

An application shall be submitted to the Registrar of the Supreme Court after fourteen (14) days from the date of the publication of this Notice.

Dated the 21st day of February 2020.

YEARWOOD & BOYCE
Attorneys-at-Law for the Applicant
No. 14 James Street
Bridgetown
Barbados.

NOTICE NO. 7

BARBADOS

IN THE SUPREME COURT OF JUDICATURE

High Court

In the Estate of

RICHARD SINCLAIR GLASGOW
also known as **RICHARD GLASGOW**

PUBLIC NOTICE is hereby given that an application is being made for the following Grant of Letters of Administration namely:-

LETTERS OF ADMINISTRATION to the Estate of RICHARD SINCLAIR GLASGOW also known as RICHARD GLASGOW late of Cornerstone Nursing Home, Boarded Hall in the parish of Christ Church in this Island, who died at Cornerstone Nursing Home, Boarded Hall in the parish of Christ Church in this Island on the 3rd day of July, 2018 by GLENDINE IONE MAYERS.

The Applicant is the daughter of the deceased.

An application shall be submitted to the Supreme Court fourteen (14) days from the date of Notice in the *Official Gazette* and from the date of the second notice of advertisement.

Dated the 5th day of March 2020.

MOORE DAISLEY
Attorneys-at-Law.

NOTICE NO. 8

BARBADOS

IN THE SUPREME COURT OF JUDICATURE
High Court

In the Estate of

**ORVILLE PRESCOTT also known as
ORVILLE DEVERE PRESCOTT**

Deceased

PUBLIC NOTICE is hereby given that an application is being made for the following Grant of Letters of Administration namely:-

LETTERS OF ADMINISTRATION to the Estate of ORVILLE PRESCOTT also known as ORVILLE DEVERE PRESCOTT deceased late of Superlative in the parish of Saint George in this Island who died in this Island on the 11th day of May, 2017 by NATASHA CASSANDRA GRAHAM who is the daughter of the deceased.

An application shall be submitted to the Supreme Court fourteen (14) days from the date of Notice in the *Official Gazette* and from the date of the second notice of advertisement.

Dated 5th day of March, 2020.

NAOMI J. E. LYNTON
Attorney-at-Law
"Parkville"
Whitepark Road
St. Michael.

NOTICE NO. 9

BARBADOS

IN THE SUPREME COURT OF JUDICATURE
High Court

In the Estate of

RUPERT AUGUSTUS HUSBANDS

Deceased

PUBLIC NOTICE is hereby given that an application is being made for the following Grant of Letters of Administration namely:-

LETTERS OF ADMINISTRATION to the Estate of RUPERT AUGUSTUS HUSBANDS late of No. 44

Avondale Road, Wealdstone, Harrow in the United Kingdom who died at Edgware General Hospital, Hendon in the United Kingdom on the 10th day of May 1981 by EMELDA HUSBANDS the surviving spouse of the deceased.

An application shall be submitted to the Supreme Court fourteen (14) days from the date of Notice in the *Official Gazette* and from the date of the Second Notice of advertisement.

Dated the 5th day of March, 2020.

CLARKE GITTENS FARMER
Attorneys-at-Law.

NOTICE NO. 10

BARBADOS

IN THE SUPREME COURT OF JUDICATURE
High Court

In the Estate of

RICHILD DIANA SPRINGER

Deceased

PUBLIC NOTICE is hereby given that an application is being made for the following Grant of Administration namely:-

LETTERS OF ADMINISTRATION in respect of the Estate of RICHILD DIANA SPRINGER, deceased late of 7 Rue d'Argenteuil, Paris Premier Arrondissement in France who died, intestate, in France on the 18th day of June 2019 by SAMANTHA RICHILD SPRINGER of Apartment B3, "Willow Wood", Pine Hill Road in the parish of Saint Michael, the duly constituted Attorney on record in Barbados of STEPHEN O'CONNOR SPRINGER of Weston, Castle Road, Lavendon, Olney, MK46 4JG in the United Kingdom, who is the brother of the deceased.

An application shall be submitted to the Registrar of the Supreme Court after fourteen (14) days from the date of the publication of this Notice.

Dated the 24th day of February 2020.

YEARWOOD & BOYCE
Attorneys-at-Law for the Applicant
No. 14 James Street
Bridgetown
Barbados.

NOTICE NO. 11

BARBADOS

IN THE SUPREME COURT OF JUDICATURE*High Court**In the Estate of***GEORGE BARNES***Deceased*

PUBLIC NOTICE is hereby given that an application is being made for the following Grant of Letters of Administration namely:-

LETTERS OF ADMINISTRATION to the Estate of GEORGE BARNES late of Gall Hill in the parish of Saint John in this Island who died in Gall Hill in the parish of Saint John in this Island on the 17th November 2019 by TRACY GITTENS duly constituted attorney for JOSEPH BARNES who is next of kin to the late GEORGE BARNES.

An application shall be submitted to the Registrar of the Supreme Court fourteen (14) days from the date of Notice in the *Official Gazette* and from the date of the second notice of advertisement.

Dated this 5th day of March 2020.

THE BLACKSTONE LAW COMPANY
Attorneys-at-Law.

on the 1st day of April 2019 by SHANNA JANELLE MITCHELL the grand daughter of the deceased.

An application shall be submitted to the Supreme Court fourteen (14) days from the date of Notice in the *Official Gazette* and from the date of the second notice of advertisement.

Dated this 5th day of March 2020.

JENNIFER A. DEVONISH
Attorney-at-Law.

NOTICE NO. 13

BARBADOS

IN THE SUPREME COURT OF JUDICATURE*High Court**Civil Division (Probate)*

**In the Matter of the Non-Contentious
Probate Rules 1958**

*and**In the Estate of***EULA LORDE**

Late of No. 105 Jacaranda Circle, Union Development
in Saint Philip in Barbados

Deceased

PUBLIC NOTICE is hereby given that an application is being made for the following Grant of Administration namely:-

LETTERS OF ADMINISTRATION to the Estate of EULA LORDE late of No. 105 Jacaranda Circle, Union Development in the parish of Saint Philip in Barbados who died at Queen Elizabeth Hospital in the parish of Saint Michael in Barbados on the 25th day of May 2019 by SHELSTONE LORDE of Jacaranda Circle, Union Development in the parish of Saint Philip in Barbados the husband of the deceased.

An application shall be submitted to the Supreme Court fourteen (14) days from the date of Notice in the *Official Gazette* and from the date of the second Notice of Advertisement.

Dated this 5th day of March 2020.

ONESIMUS LEGAL SERVICES
Attorneys-at-Law.

NOTICE NO. 12

BARBADOS

IN THE SUPREME COURT OF JUDICATURE*High Court**In the Estate of*

**MURIEL EVELYN BYNOE also known as
MURIEL BYNOE**

PUBLIC NOTICE is hereby given that an application is being made for the following Grant of Administration namely:-

LETTERS OF ADMINISTRATION to the Estate of MURIEL EVELYN BYNOE also known as MURIEL BYNOE late of #41 Phillips Road, Pinelands in the parish of Saint Michael in this Island who died in this Island

NOTICE NO. 14

BARBADOS

IN THE SUPREME COURT OF JUDICATURE*High Court**In the Estate of***EDINGTON WILTSHIRE also known as
EDINGTON DACOSTA WILTSHIRE***Deceased*

PUBLIC NOTICE is hereby given that an application is being made for the following Grant of Letters of Administration namely:-

LETTERS OF ADMINISTRATION to the Estate of EDINGTON WILTSHIRE also known as EDINGTON DACOSTA WILTSHIRE deceased late of 772 MacDorough Street Brooklyn New York 11233 United States of America who died on 26th day of December 2010 at Kingsbrook Jewish Medical Centre Brooklyn United States of America the wife of the said deceased.

An application shall be submitted to the Supreme Court fourteen (14) days from the date of Notice in the *Official Gazette* and from the date of the second Notice of the advertisement.

Dated the 5th day of March 2020.

FELICIA S. MORRIS
Attorney-at-Law.

NOTICE NO. 15

BARBADOS

IN THE SUPREME COURT OF JUDICATURE*High Court**In the Estate of***DENNIS LEROY BABB also known as
DENIS BABB***Deceased*

PUBLIC NOTICE is hereby given that an application is being made for the following Grant of Letters of Administration namely:-

LETTERS OF ADMINISTRATION to the Estate of DENNIS LEROY BABB also known as DENIS BABB

late of Josey Hill in the parish of Saint Lucy in this Island who died on 21st day of December 2018 at Josey Hill in the parish of Saint Lucy in this Island by LYNDEA SYLMADEEN BABB the wife of the said deceased.

An application shall be submitted to the Supreme Court fourteen (14) days from the date of Notice in the *Official Gazette* and from the date of the second Notice of the advertisement.

Dated the 5th day of March 2020.

FELICIA S. MORRIS
Attorney-at-Law.

NOTICE NO. 16

BARBADOS

IN THE HIGH COURT OF JUDICATURE*High Court**Civil Jurisdiction
Administration**In the Estate of***TREVOR IFILL***Deceased*

PUBLIC NOTICE is hereby given that an application is being made for the following Grant of Administration namely:-

LETTERS OF ADMINISTRATION CUM TESTAMENTO ANNEXO to the Estate of TREVOR IFILL, late of Barbarees Hill in the parish of Saint Michael in this Island who died at Queen Elizabeth Hospital, Martindales Road, Saint Michael on the 22nd day of June 2014 by JUDY IFILL, his widow.

An application shall be submitted to the Supreme Court fourteen (14) days from the date of Notice in the *Official Gazette* and from the date of the second notice of advertisement.

Dated this 14th day of February 2020.

SALLY C. COMMISSIONG
Attorney-at-Law.

5th March, 2020

BARBADOS

Trade Marks Act, Cap. 319

**NOTICE OF APPLICATIONS FOR REGISTRATION PUBLISHED FOR
OPPOSITION PURPOSES**

NOTICE is hereby given that it appears to me that the requirements of the Act governing registration of a trade mark have been complied with in respect of the several trade mark applications, particulars of which are set out below.

The respective applicants will be entitled to register the marks after ninety (90) days from the **5th** day of **March, 2020** unless some person shall in the meantime give notice in duplicate to me at my office of opposition to such registration.

The mark can be inspected on application at the Intellectual Property Office, Warrens, St. Michael.

Dated this 2nd day of **March, 2020**.

HEATHER A. CLARKE
Director.

File No (210): 81/ 025302 Applicant (730): GRACE FOODS LIMITED, a Bermudan company of Cedar House, 41 Cedar Avenue, Hamilton HM12, Bermuda Filing date (220): 03/11/2008 Disclaimer: The Applicant disclaims the exclusive right to the use of the word "REMITTANCE" apart from the mark as a whole.	 The logo for REMITTANCE ADVANCE features a stylized 'A' composed of two overlapping triangles, one orange and one green. Below the 'A' is the text 'REMITTANCE ADVANCE' in a bold, sans-serif font, with 'REMITTANCE' in orange and 'ADVANCE' in green. Underneath this is a dark green banner with the tagline 'YOUR MONEY, WHEN YOU NEED IT' in white capital letters.
Agent (740): Messrs. Carrington & Sealy, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Arranging and providing loans to individuals and to small and micro businesses in International Class 36	
File No (210): 81/ 029665 Applicant (730): OTIS MCALLISTER INC., a company organized and existing under the Laws of California, United States of America of 160 Pine Street, Suite 350, San Francisco, California 94111, U.S.A. Filing date (220): 08/06/2012 Translation: The words "LA SIRENA" are of spanish language origin and these words mean "THE MERMAID" in the English language	 The logo for LA SIRENA features the words 'LA SIRENA' in a stylized, outlined font at the top. Below the text is a circular emblem containing a mermaid with long red hair, wearing a blue seashell bikini, and holding a red banner. The background of the emblem shows a blue sea and a sunset or sunrise sky.
Agent (740): MISS CAROL HANSCHHELL, Attorney-at-Law, Hanschell & Company, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Preserved fish and its by-products, namely, sardine and tuna; preserved seafood in International Class 29	
File No (210): 81/ 030261 Applicant (730): Mewah Brands (s) Pte Ltd a Company organized and existing under the Laws of Singapore of No. 5 International Business Park, #05-00 Mewah Building, Singapore 609914 Filing date (220): 21/11/2012	KRISPI

Agent (740): MISS CAROL HANSHELL, Attorney-at-Law, Hanschell & Company, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Edible oils & fats and all emulsions thereof; palm oil for food; palm olein; palm stearin; coconut oil; palm kernel oil for food; palm kernel olein; palm kernel stearin; soya bean oil for food; corn oil; cottonseed oil; sunflower oil for food; rapeseed oil; canola oil; hydrogenated oil for food; hydrogenated palm olein; hydrogenated palm kernel olein; hydrogenated palm kernel stearin; hydrogenated fats; hydrogenated palm stearin; margarine; spreads (jams); butter; confectionery fat; cocoa butter substitute; cocoa butter equivalent made from palm oil and non-dairy fats; shortening; interesterified fat; butter oil substitutes; blended fats; milk fat substitutes; vegetable oils and fats for food; blended oils and fats; cheese fat; yogurt fat; milk and milk products; peanut butter; coconut-eggs jam; condensed milk, and cocoa butter in International Class 29	
File No (210): 81/ 030348 Applicant (730): British American Tobacco (Brands) Limited a company incorporated and existing under the Laws of England & Wales of Globe House, 4 Temple Place, London WC2R 2PG, United Kingdom Filing date (220): 17/12/2012	BOOST
Agent (740): MISS CAROL HANSHELL, Attorney-at-Law, Hanschell & Company, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Cigarettes; tobacco; snus; chewing tobacco; cigars and roll your own tobacco; lighters for smokers; matches; ashtrays, not of precious metal; cigarette cases, not of precious metal; cigar cutters; cigarette holders, cigarette papers; tobacco pipes and tobacco pouches in International Class 34	
File No (210): 81/ 030767 Applicant (730): Société des Produits Nestlé S.A., a Swiss company of 1800 Vevey, Switzerland Filing date (220): 30/04/2013 Limitations of colour: The Mark is limited to the colours Red, Peach, White and Orange as shown on the representation of the mark.	

Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): milk, cream, butter, cheese and milk products; milk substitutes; milk beverages mainly consisting of milk; yoghurts; soya milk (milk substitutes), preserved soya beans for human consumption; edible oils and fats; whiteners for coffee and or tea (cream substitutes) in International Class 29	
File No (210): 81/ 030949 Applicant (730): DD IP Holder LLC, a Delaware USA limited liability company of 130 Royall Street; Canton, Massachusetts 02021, USA Filing date (220): 20/06/2013 Disclaimer: The Applicant disclaims the exclusive right to the use of the word "DONUTS" apart from the mark as a whole.	DUNKIN' DONUTS
Agent (740): MESSRS. CARRINGTON & SEALY, Attorney-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Doughnuts; cookies; cakes; pies; muffins; plain, glazed, coated and filled fried cakes; bagels; sandwiches; pizza; sugar; flour; food and beverage flavorings other than essential oils; confectionery chips for baking; honey; yeast; baking-powder; custard-based fillings for cakes; chocolate-based fillings for cakes; chocolate-based topping; coffee and coffee-based beverages; tea and tea-based beverages; cocoa and cocoa-based beverages; coffee-flavored slush-type drinks in International Class 30	
File No (210): 81/ 031268 Applicant (730): Maglital S.r.l., a company incorporated under the laws of Italy of S.S. Flaminia Km. 145, Parrano, 06032 Trevi PG, Italy Filing date (220): 03/10/2013	CRUCIANI

Agent (740): Dr. Trevor A. Carmichael, Q.C., Attorney-at-Law, Chancery Chambers, Chancery House, High Street, Bridgetown Class (511): Articles of clothing, namely, clothing for gymnastics, gymnastic shoes, headgear for wear, hoods (clothing), pants, sports (boots for), swimsuits, waterproof clothing; swimwear; pareos, brassieres, ponchos; underwear namely, bodies, boxers, Tee-shirts, shorts, slips; clothing of leather and lounge suits; bathrobes, nightdresses, pajamas; pants, trousers, jeans, shorts, jackets, coats, waistcoats, overcoats, raincoats, hosiery, knitwear; sweaters, cardigans, fleece tops and bottoms, jumpers, pullovers, twin sets, vests, training and track suits, bodies, shirts, sweat shirts, polo shirts, dresses, skirts, gowns; socks; robes; Headbands [clothing]; scarves, silk scarves, gloves [clothing]; headwear, namely, hats, caps, bandanas; belts and ties; footwear [excluding orthopaedic footwear], shoes [other than protective wear or for medical purpose], dress shoes, sneakers, boots [other than for protective wear or medical purposes], sandals, slippers in International Class 25	
File No (210): 81/ 031581 Applicant (730): Montres Tudor SA, a joint stock company organized under the laws of Switzerland of Rue François-Dussaud 3, Geneva, Switzerland Filing date (220): 31/12/2013 Priorities (300): Applicant claims priority under Sec. 12 of the Act on the basis of an application filed in Switzerland on 31 July 2013 under No. 59385/2013	TUDOR HERITAGE RANGER
Agent (740): CLARKE GITTENS FARMER, Attorneys-at-Law, Parker House, Wildey Business Park, Wildey Road, St. Michael Class (511): Jewellery, clock and watchmaking apparatus, namely watches, wristwatches, components for clock and watchmaking, articles and accessories for clock and watchmaking not included in other classes, clocks and other chronometric instruments, chronometers, chronographs [clock and watchmaking], apparatuses for timing sports events, apparatuses and instruments to measure and record the time not included in other classes; dials [clock and watchmaking], clock hands [clock and watchmaking], boxes, cases and presentation cases for clock and watchmaking and jewellery in International Class 14	
File No (210): 81/ 031798 Applicant (730): Massy Ltd. a company incorporated and existing under the laws of Trinidad and Tobago of 63 Park Street, Port of Spain, Trinidad and Tobago Filing date (220): 28/03/2014	

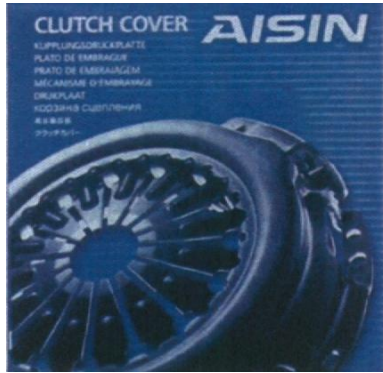
Agent (740): MISS CAROL HANSHELL, Attorney-at-Law, Hanschell & Company, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Accident insurance underwriting; marine insurance underwriting; insurance brokerage, consultancy and information; financing services; capital investments; financial evaluation as it relates to insurance, banking and real estate; financial analysis; fund investments; charitable fund raising; loans [financing]; customs brokerage; financial management; money (exchanging); funds transfer (electronic); leasing of real estate; real estate agencies; real estate management; real estate brokers; real estate appraisal; rental of offices (real estate); real estate consultancy services; rent collection in International Class 36	
File No (210): 81/ 031801 Applicant (730): Massy Ltd. a company incorporated and existing under the laws of Trinidad and Tobago of 63 Park Street, Port of Spain, Trinidad and Tobago Filing date (220): 28/03/2014	
Agent (740): MISS CAROL HANSHELL, Attorney-at-Law, Hanschell & Company, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Transport services; transport logistics services; marine transport agency; freight forwarding services; freighting; hauling; towing; cargo handling and unloading services; cargo transportation services; ship loading and unloading services; cargo transportation services rendered by ships and trucks; air cargo services; transport reservation and transport information; warehouse storage services; refrigerator rental; warehousing; rental of warehouses; rental of storage containers; storage information; storage of goods; vehicle rental; removal services; consultancy services as it relates to transport and transport logistics; shipbrokerage; distribution of energy; ambulance transportation of persons and animals; evacuation of persons and animals in case of danger or accidents; life saving services in connection with ship wrecks (salvage); lease of replacement cars; lease of vehicles and equipment for the transportation of persons and animals; alarm emergency transport services and alarm emergency intervention transport services; provision of services for the secure transportation of offenders, of the mentally ill, asylum seekers and immigrants; guarded transport of valuables, cash, banknotes, coins, foreign currencies, checks, securities and documents, namely credit cards, phone cards and computer data storage and official documents; storage of cash, securities, documents and valuables for others; lease and rental of means of transport namely vehicles; lease and rental of security vehicles and equipment for the transport of valuables; replenishing of automated teller machines in International Class 39	

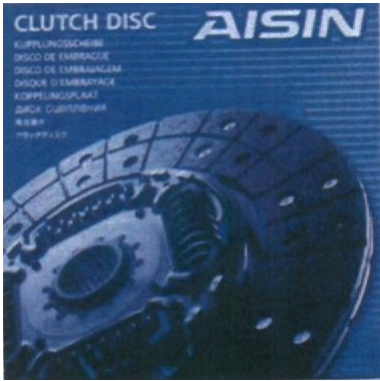
File No (210): 81/ 031805 Applicant (730): Massy Ltd. a company incorporated and existing under the laws of Trinidad and Tobago of 63 Park Street, Port of Spain, Trinidad and Tobago Filing date (220): 28/03/2014	
Agent (740): MISS CAROL HANSHELL, Attorney-at-Law, Hanschell & Company, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Beauty salons; medical assistance; pharmacy advice in International Class 44	
File No (210): 81/ 031806 Applicant (730): Massy Ltd. a company incorporated and existing under the laws of Trinidad and Tobago of 63 Park Street, Port of Spain, Trinidad and Tobago Filing date (220): 28/03/2014	
Agent (740): MISS CAROL HANSHELL, Attorney-at-Law, Hanschell & Company, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Provision of security staff; security patrol and security guard services; mobile guarding patrol services; security consultancy in International Class 45	
File No (210): 81/ 031889 Applicant (730): Standard Distributors Limited a company organized and existing under the laws of Trinidad, West Indies of Ansa House, Corner Queen and Henry Streets, Port of Spain, Trinidad, West Indies Filing date (220): 17/04/2014	LULLABY SLEEP SYSTEMS
Agent (740): MISS CAROL HANSHELL, Attorney-at-Law, Hanschell & Company, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Mattresses except childbirth mattresses in International Class 20	

File No (210): 81/ 032087 Applicant (730): Massy Ltd. a company incorporated and existing under the laws of Trinidad and Tobago of 63 Park Street, Port of Spain, Trinidad and Tobago Filing date (220): 23/06/2014	
Agent (740): MISS CAROL HANSHELL, Attorney-at-Law, Hanschell & Company, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Advertising services; demonstration of goods; sales promotion [for others]; retail services in connection with vehicles for locomotion by land and water and parts, fittings and accessories for such vehicles; retail services in respect of earth-moving, construction, industrial, agricultural, commercial and automotive equipment; retail and wholesale services in connection with industrial oils, greases, lubricants and gases in International Class 35	
File No (210): 81/ 032098 Applicant (730): Massy Ltd. a company incorporated and existing under the laws of Trinidad and Tobago of 63 Park Street, Port of Spain, Trinidad and Tobago Filing date (220): 25/06/2014	
Agent (740): MISS CAROL HANSHELL, Attorney-at-Law, Hanschell & Company, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Transport services; storage of goods; transport of goods in International Class 39	
File No (210): 81/ 032104 Applicant (730): Massy Ltd. a company incorporated and existing under the laws of Trinidad and Tobago of 63 Park Street, Port of Spain, Trinidad and Tobago Filing date (220): 25/06/2014	

Agent (740): MISS CAROL HANSHELL, Attorney-at-Law, Hanschell & Company, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Transport services; transport logistics services; marine transport agency; freight forwarding services; freighting; hauling; towing; cargo handling and unloading services; cargo transportation services; cargo transportation services rendered by ships and trucks; ship loading and unloading services; removal services; consultancy services as it relates to transport and transport logistics; shipbrokerage; distribution of energy in International Class 39	
File No (210): 81/ 032109 Applicant (730): Massy Ltd. a company incorporated and existing under the laws of Trinidad and Tobago of 63 Park Street, Port of Spain, Trinidad and Tobago Filing date (220): 25/06/2014	
Agent (740): MISS CAROL HANSHELL, Attorney-at-Law, Hanschell & Company, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Rental of temporary accommodation in International Class 43	
File No (210): 81/ 032414 Applicant (730): JOHNSON & JOHNSON, a corporation organized and existing under the laws of the State of New Jersey, U.S.A., of One Johnson & Johnson Plaza, New Brunswick, New Jersey, 08933, U.S.A. Filing date (220): 03/09/2014	DARZAQTA
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Pharmaceutical preparations for human use in International Class 5	
File No (210): 81/ 032420 Applicant (730): Associated Brands Industries Limited a Trinidadian corporation of Bhagowtie Trace, San Juan, Trinidad Filing date (220): 04/09/2014	CATCH

Agent (740): Clarke Gittens Farmer, Parker House, Wildey Business Park, Wildey Road, St. Michael Class (511): cocoa confectionery in International Class 30	
File No (210): 81/ 032430 Applicant (730): Aisin Seiki Kabushiki Kaisha (also trading as Aisin Seiki Co., Ltd.) a company duly organized under the laws of Japan of 2-1 Asahi-machi, Kariya-shi, Aichi-ken, Japan Filing date (220): 10/09/2014 Limitations of colour: The mark is limited to the colours blue, white, dark blue, black and silver, as shown on the representation of the mark.	 The image shows a blue background with the text 'HYDRAULIC PARTS' and 'AISIN' in white. Below this, there are several lines of text in different languages: 'HYDRAULISCHE TEIL', 'HYDRAULICA', 'PIECES HYDRAULIQUES', 'PIECE HYDRAULIQUE', 'HYDRAULISCH ONDERDEEL', 'ДВИГАТЕЛИ ГИДРАВЛИКИ', and 'АИСИН-ПАРТС'. In the foreground, there is a close-up image of a hydraulic component, possibly a shock absorber or a cylinder, with a blue and silver finish.
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Hydraulic circuits for vehicles; hydraulic shock absorbers for land vehicles; clutch master cylinders for land vehicles; clutch release cylinders for land vehicles; reservoir tanks for land vehicles in International Class 12	
File No (210): 81/ 032432 Applicant (730): Aisin Seiki Kabushiki Kaisha (also trading as Aisin Seiki Co., Ltd.) a company duly organized under the laws of Japan of 2-1 Asahi-machi, Kariya-shi, Aichi-ken, Japan Filing date (220): 10/09/2014 Limitations of colour: The mark is limited to the colours blue, white, dark blue, black and silver, as shown on the representation of the mark.	 The image shows a blue background with the text 'HYDRAULIC PARTS' and 'AISIN' in white. Below this, there are several lines of text in different languages: 'HYDRAULISCHE TEIL', 'HYDRAULICA', 'PIECES HYDRAULIQUES', 'PIECE HYDRAULIQUE', 'HYDRAULISCH ONDERDEEL', 'ДВИГАТЕЛИ ГИДРАВЛИКИ', and 'АИСИН-ПАРТС'. In the foreground, there is a close-up image of a hydraulic component, possibly a shock absorber or a cylinder, with a blue and silver finish.
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Hydraulic circuits for vehicles; hydraulic shock absorbers for land vehicles; clutch master cylinders for land vehicles; clutch release cylinders for land vehicles; reservoir tanks for land vehicles in International Class 12	

File No (210): 81/ 032435 Applicant (730): Aisin Seiki Kabushiki Kaisha (also trading as Aisin Seiki Co., Ltd.) a company duly organized under the laws of Japan of 2-1 Asahi-machi, Kariya-shi, Aichi-ken, Japan Filing date (220): 10/09/2014 Limitations of colour: The mark is limited to the colours blue, white, dark blue, black and silver, as shown on the representation of the mark.	 The image shows a blue clutch cover with the Aisin logo and the text 'CLUTCH COVER' at the top. Below the logo, there are several lines of text in different languages: 'KUPPLUNGSDRUCKERLATZ', 'PLATO DE EMBRAQUE', 'MECANISMOS D'EMBRAGUE', 'DRUKPLAAT', 'KODZSHAS CUBOTIENHAI', 'A. S. I. S. I. N.', and 'アisin'.
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Clutch covers for automobiles; clutch covers for motorcycles in International Class 12	
File No (210): 81/ 032437 Applicant (730): Aisin Seiki Kabushiki Kaisha (also trading as Aisin Seiki Co., Ltd.) a company duly organized under the laws of Japan of 2-1 Asahi-machi, Kariya-shi, Aichi-ken, Japan Filing date (220): 10/09/2014 Limitations of colour: The mark is limited to the colours blue, white, dark blue, black and silver, as shown on the representation of the mark.	 The image shows a blue clutch set with the Aisin logo and the text 'CLUTCH SET' at the top. Below the logo, there are several lines of text in different languages: 'KUPPLUNGSSATZ', 'KIT DE EMBRAGUE', 'KIT D'EMBRAGAGE', 'KUPPLUNGSSATZ', 'КОМПЛЕКТ СУБТОТОВАРА', 'A. S. I. S. I. N.', and 'アisin'.
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Clutches, clutch discs and clutch covers for automobiles; clutches, clutch discs and clutch covers for motorcycles; clutch shaft couplings or connectors for land vehicles; main drive shafts for clutches for land vehicles; ring gears for clutches for land vehicles; clutch operation devices for land vehicles in International Class 12	

File No (210): 81/ 032438 Applicant (730): Aisin Seiki Kabushiki Kaisha (also trading as Aisin Seiki Co., Ltd.) a company duly organized under the laws of Japan of 2-1 Asahi-machi, Kariya-shi, Aichi-ken, Japan Filing date (220): 10/09/2014 Limitations of colour: The mark is limited to the colours blue, white, dark blue, black and silver, as shown on the representation of the mark.	 The image shows a technical drawing of a clutch disc with the Aisin logo and the text 'CLUTCH DISC' and 'AISIN' in a stylized font. Below the logo, there are several lines of text in different languages: 'KUPPLUNGSSCHEIBE', 'DISCO DE EMBRAQUE', 'DISCO DE EMBRAQUE', 'DISCO DE EMBRAQUE', 'KOPPELINGSPLAAT', 'DASK CUBSTENHUB', and 'KUPPLUNG'.
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Clutch discs (other than for land vehicles) in International Class 7	
File No (210): 81/ 032500 Applicant (730): MERCK SHARP & DOHME CORP., a New Jersey corporation of One Merck Drive, Whitehouse Station, New Jersey 08889, United States of America Filing date (220): 26/09/2014	DUSIPRISS
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Pharmaceutical preparations for human use in International Class 5	
File No (210): 81/ 032501 Applicant (730): MERCK SHARP & DOHME CORP., a New Jersey corporation of One Merck Drive, Whitehouse Station, New Jersey 08889, United States of America Filing date (220): 26/09/2014	DUTREBIS
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Pharmaceutical preparations for human use in International Class 5	

File No (210): 81/ 032575 Applicant (730): TEPKEÑO'S, S.A. a company incorporated under the laws of the Republic of Panama of Carretera Panamá-Colón, Km. 36, Centro Logístico Frigoservice, Modulo Tepkeños, Chagres Sector, Colon Province, Republic of Panama Filing date (220): 15/10/2014	
Agent (740): Sir Trevor Carmichael, Q.C., Attorney-at-Law, Chancery Chambers, Chancery House, High Street, Bridgetown Class (511): dough enrobed snack foods consisting of dough-based rolls with sweet fillings like desserts, and salty fillings in International Class 30	
File No (210): 81/ 032602 Applicant (730): Association des Comités Nationaux Olympiques an Association existing under the Laws of Switzerland of Rue du Grand-Chêne 6, 1003 Lausanne, Switzerland Filing date (220): 23/10/2014 Priorities (300): Applicant claims priority under Sec. 12 of the Act on the basis of an application filed in Switzerland on 28 April 2014 under No. 50365/2014 Limitations of colour: The application is limited to the colors Black, Grey, Yellow, Green, Blue and Red as shown on the representation of the mark.	

Agent (740): MISS CAROL HANSHELL, Attorney-at-Law, Hanschell & Company, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael

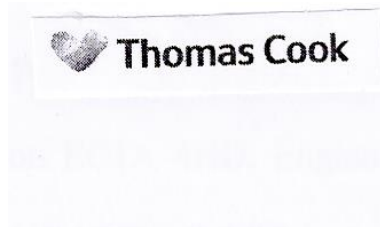
Class (511): Advertising; dissemination of advertising matter via all media, in particular in the form of thematic messages centered on human values; advertising by sponsoring; business management; business administration; office functions; promoting the goods and services of others, by means of contractual agreements, in particular sponsoring and licensing agreements, enabling them to gain additional notoriety and/or enhance image and/or a surge of sympathy derived from the notoriety and/or enhanced image resulting from cultural and sporting events, in particular international events, and/or a surge of sympathy generated by the above; promoting the goods and services of others by means of what is referred to as the initial interest factor leading the public to consider, among a multitude of competitors, goods or services presented to the public bearing signs, emblems or messages able to capture its attention; promoting the goods and services of others by means of the so-called image transfer; rental of advertising space of all type and on all media, whether digital or not business administration of the participation of national teams to an international athletic competition, and promoting the support to said teams with the public and concerned circles; inventory management services; consultation relating to stock monitoring services; advertising by means of direct marketing for others consisting in marketing of databases; consultation for advertising by means of direct marketing for others consisting in marketing of databases; consultation services in connection with business reorganization; truck and automobile fleet management services, namely billing and consulting in connection with the administrative management of truck and automobile fleets; business administration consultancy; administrative management of power plants of others; business consultation in connection with the management of power plants, commercial services, namely administration of contracts for repair and servicing, supply chain management services and consulting services relating to the purchase and supply of chemical services and products, supply management and product inventory, limitation of costs; consulting, marketing, analysis of prices and costs concerning devices for electrochemical purification of liquids for industrial use; administrative, commercial and technical management of computer files; data input and processing services; retail sale of electric and electronic machines and apparatus (the bringing together, for the benefit of others, of a range of goods so as to enable customers to view and purchase said goods at their convenience in a retail store carrying electrical goods), information concerning the sale of raw materials, commercial information, commercial information agencies, rental of photocopiers; promoting the sale of goods and services of others including by means of advertisements, promotional competitions, awarding of prizes and bonuses in the form of promotional lotteries, discounts, reduction tokens and value-added offers in connection with the use of payment cards; promoting sporting competitions and events for use by others; promoting concerts and cultural events for others, organization of exhibitions for commercial or advertising purposes; provision of documentation, namely direct mail advertising, distribution of advertising material, distribution of samples, reproduction of documents; advertising concerning the promotion of commercial sales of goods and services for retail sale purposes; provision of information in connection with e-commerce and electronic retail sale; provision of information concerning the purchase of goods and services on line via the Internet and other computer networks; tourist documentation services, namely advertising concerning transport, travel, hotels, accommodation, food and meals, sports, entertainment and sightseeing tours, tourist agency services; maintenance of computerized databases in International Class 35

File No (210): 81/ 032673 Applicant (730): STARCOM NETWORK INC., a Barbadian company incorporated under the Companies Act Cap. 308 of the Laws of Barbados of River Road, St. Michael, Barbados Filing date (220): 14/11/2014	THINGS WE DO FOR LOVE
Agent (740): C/o C. Anthony Audain "Aâstra Law", Aâstra House, Christ Church, Barbados Class (511): Telecommunications services, namely, radio broadcasting in International Class 38	
File No (210): 81/ 032684 Applicant (730): Accolade Wines Australia Limited, a Company organised and existing under the Laws of Australia, of Reynell Road, Reynella SA 5161, Australia Filing date (220): 27/11/2014	BANROCK STATION
Agent (740): MISS CAROL HANSHELL, Attorney-at-Law, Hanschell & Company, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Wines in International Class 33	
File No (210): 81/ 032772 Applicant (730): S.M. Jaleel & Company Limited a Trinidadian company of Otaheite Industrial Estate, South Oropouche, Trinidad & Tobago Filing date (220): 09/01/2015	
Agent (740): Clarke Gittens Farmer, Parker House, Wildey Business Park, Wildey Road, St. Michael Class (511): Waters [beverages] containing non-alcoholic fruit extracts or essences; aerated water; other non-alcoholic beverages in International Class 32	

File No (210): 81/ 032778 Applicant (730): SNAP INC., a Delaware corporation of 63 Market Street, Venice, California 90291, United States of America Filing date (220): 12/01/2015 Priorities (300): Applicant claims priority under Sec. 12 of the Act on the basis of an application filed in the United States of America on 11 July 2014 under No. 86335307	SNAPCHAT
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Electronic transfer of money for others; providing electronic processing of electronic funds transfer, ACH, credit card, debit card, electronic check and electronic, mobile and online payments in International Class 36	
File No (210): 81/ 032789 Applicant (730): SNAP INC., a Delaware corporation of 63 Market Street, Venice, California 90291, United States of America Filing date (220): 14/01/2015	SNAPCHAT
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Downloadable computer software for modifying the appearance and enabling transmission of photographs; computer software for the collection, editing, organizing, modifying, transmission, storage and sharing of data and information; computer software for use as an application programming interface (API); computer software in the nature of an application programming interface (API) for computer software which facilitates online services for social networking, building social networking applications and for allowing data retrieval, upload, download, access and management; computer software to enable uploading, downloading, accessing, posting, displaying, tagging, streaming, linking, sharing or otherwise providing electronic media or information via computer and communication networks; computer software for streaming audio-visual media content via a global computer network and to mobile and digital electronic devices in International Class 9	
File No (210): 81/ 032790 Applicant (730): SNAP INC., a Delaware corporation of 63 Market Street, Venice, California 90291, United States of America Filing date (220): 14/01/2015	SNAPCHAT

Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Telecommunications services, namely, electronic transmission of data, messages, graphics, images and information; peer-to-peer photo sharing services, namely, electronic transmission of digital photo files among internet users; providing access to computer, electronic and online databases; providing online forums for communication , namely, transmission on topics of general interest; providing online chat rooms and electronic bulletin boards for transmission of messages among users in the field of general interest ; broadcasting services over computer or other communication networks, namely, uploading, posting, displaying, tagging, and electronically transmitting data, information, messages, graphics, and images; telecommunications services, namely, electronic transmission of photos and videos; telecommunication services, namely, electronic transmission of data, photos, music and videos; broadcasting and streaming of audio-visual media content; transmission of downloadable audio-visual media content	
File No (210): 81/ 032791 Applicant (730): SNAP INC., a Delaware corporation of 63 Market Street, Venice, California 90291, United States of America Filing date (220): 14/01/2015	SNAPCHAT
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Providing computer, electronic and online databases in the field of entertainment; publication of electronic journals and web logs featuring user generated or specified content; publishing services, namely, publishing of electronic publications for others; creation, development, production and distribution of entertainment content; providing online audio-visual entertainment information via a global computer network; providing information via a global computer network in the field of entertainment in International Class 41	
File No (210): 81/ 032792 Applicant (730): SNAP INC., a Delaware corporation of 63 Market Street, Venice, California 90291, United States of America Filing date (220): 14/01/2015	SNAPCHAT

Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Providing a web site that gives users the ability to upload photographs; computer services, namely, providing an interactive web site featuring technology that allows users to manage their online photograph and social networking accounts; providing use of online temporary non-downloadable software for modifying the appearance and enabling transmission of photographs; file sharing services, namely, providing a web site featuring technology enabling users to upload and download electronic files; hosting on-line web facilities for others for managing and sharing on-line content; providing information from searchable indexes and databases of information; providing search engines for obtaining data via communications networks; computer services, namely, creating virtual communities for registered users to participate in discussions and engage in social, business and community networking; computer services, namely, hosting online web facilities for others for organizing and conducting meetings, events and interactive discussions via communication networks; application service provider (ASP) services, namely, hosting computer software applications of others; application service provider (ASP) featuring software to enable or facilitate the uploading, downloading, streaming, posting, displaying, linking, sharing or otherwise providing electronic media or information over communication networks; providing a web site featuring technology that enables online users to create personal profiles featuring social networking information; providing information on topics of general interest from searchable indexes and databases of information, including text, electronic documents, databases, graphics and audio visual information, on computer and communication networks namely, provision of search engines for the Internet; providing temporary use of non-downloadable software applications for social networking, creating a virtual community, and transmission of audio, video, photographic images, text, graphics and data; computer services in the nature of customized web pages featuring user-defined or user-specified information, personal profiles, audio, video, photographic images, text, graphics and data; hosting of digital content on the internet in International Class 42	
File No (210): 81/ 032793 Applicant (730): SNAP INC., a Delaware corporation of 63 Market Street, Venice, California 90291, United States of America Filing date (220): 14/01/2015	SNAPCHAT
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Internet based social introduction and networking; providing online computer databases in the fields of social networking and social introduction in International Class 45	

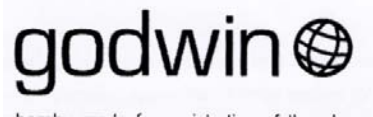
File No (210): 81/ 032799 Applicant (730): ABBOTT LABORATORIES, a corporation organised under the laws of the State of Illinois, United States of America, of 100 Abbott Park Road, Abbott Park, Illinois, United States of America, 60064 Filing date (220): 15/01/2015	ABBOTT
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-law, Belmont House, Belmont Road, St. Michael Class (511): Milk and milk-based products; powdered milk preparations; milk derivatives; preparations containing milk derivatives; ready to eat food bars with a soy or whey protein base; ready to drink dairy based protein food beverages in International Class 29	
File No (210): 81/ 032807 Applicant (730): Richter Gedeon Nyrt. a company incorporated and existing under the Laws of Hungary of 1103 Budapest, Gyömrői út 19-21., Hungary Filing date (220): 15/01/2015	VAGIRING
Agent (740): MISS CAROL HANSHELL, Attorney-at-Law, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Pharmaceutical preparations, namely, gynaecological products; contraceptives in International Class 5	
File No (210): 81/ 032814 Applicant (730): Thomas Cook Group plc, a company incorporated under the laws of England and Wales of 3rd Floor, South Building 200, Aldersgate, London EC1A 4HD, England Filing date (220): 16/01/2015	

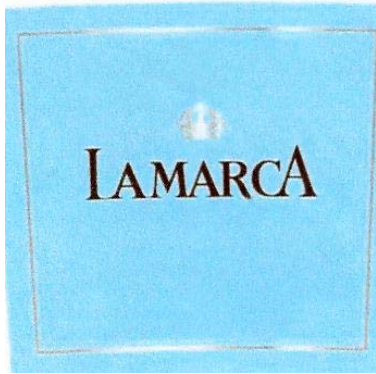
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Travel services; travel agency and tourist services; arranging of tours and excursions; air transport, railway transport, car transport; bus transport; boat transport, truck transport; packaging of goods; tour conducting and escorting; booking of seats and travel reservations for travel and for tickets, advisory and information services relating to transportation travel and tourism; parking place rental; rental of cars; agency services for arranging travel; services for the arranging of the transportation of travellers and for the warehousing of goods relating thereto; services for the booking of travel; agency services for the arranging of transportation of goods, arranging of travel visas and travel documents for persons travelling abroad; computerised information services relating to travel and travel reservations, cruise ship services; escorting of travellers, travel and route planning services, travel guide services and travel information services; package holiday services for arranging travel; issuing of tickets for travel; providing reviews relating to travel via computer networks and global information networks in International Class 39	
File No (210): 81/ 032824 Applicant (730): MAGNA REWARDS INC. a Barbadian Company of Massy, Dome, Warrens, St. Michael, Barbados Filing date (220): 16/01/2015	
Agent (740): Lex Caribbean, Worthing Corporate Centre, Worthing, Christ Church, Barbados Class (511): Advertising Publicity and Business Management Assistance in International Class 35	
File No (210): 81/ 032825 Applicant (730): MAGNA REWARDS INC. a Barbadian Company of Massy, Dome, Warrens, St. Michael, Barbados Filing date (220): 16/01/2015	
Agent (740): Lex Caribbean, Worthing Corporate Centre, Worthing, Christ Church, Barbados Class (511): Advertising, Publicity and Business Management Assistance in International Class 35	

File No (210): 81/ 032828 Applicant (730): ABBOTT LABORATORIES, a corporation organised under the laws of the State of Illinois, United States of America of 100 Abbott Park Road, Abbott Park, Illinois, United States of America, 60064 Filing date (220): 19/01/2015	
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Milk and milk-based products; powdered milk preparations; milk derivatives; preparations containing milk derivatives; ready to eat food bars with a soy or whey protein base; ready to drink dairy based protein food beverages in International Class 29	
File No (210): 81/ 032834 Applicant (730): LRC Products Limited, a company organized under the laws of England and Wales of 103-105 Bath Road, Slough SL13 UH England Filing date (220): 22/01/2015	AMOPÉ
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Hand operated household tools and implements for pedicure; hand tools for removing hardened skin; hand tools for exfoliating skin; foot file roller heads for removing hardened skin; foot file roller heads for exfoliating skin; nail clippers, nail files, scissors; tweezers; parts and fittings for all the aforesaid goods in International Class 8	
File No (210): 81/ 032835 Applicant (730): The Coca-Cola Company a Delaware corporation of One Coca-Cola Plaza, Atlanta, Georgia 30313, United States of America Filing date (220): 26/01/2015	DASANI HYDRATE YOUR BODY HYDRATE YOUR MIND

Agent (740): Clarke Gittens Farmer, Attorneys-at-law, Parker House, Wildey Business Park,
Wildey Road, St. Michael

Class (511): beer; aerated water; mineral water [beverages]; non-alcoholic beverages; fruit juices; fruit
juice beverages (non-alcoholic); syrups for beverages; preparations for making beverages in
International Class 32

File No (210): 81/ 032837 Applicant (730): Xylem Dewatering Solutions, Inc. a New Jersey, United States of America corporation of 84 Floodgate Road, Bridgeport, New Jersey 08014, United States of America Filing date (220): 26/01/2015 Priorities (300): Applicant claims priority under Sec. 12 of the Act on the basis of an application filed in the United States of America on July 30, 2014 under No. 81/352, 661	
Agent (740): Clarke Gittens Farmer, Attorneys-at-Law, Parker House, Wildey Business Park, Wildey Road, St. Michael Class (511): rental, maintenance, and repair of pumps, mobile light towers; repair and maintenance of portable electric power generators in International Class 37	
File No (210): 81/ 032838 Applicant (730): keepINTOUCH Inc. a Barbadian company of #33 Consuelo, Upton, St. Michael, Barbados Filing date (220): 26/01/2015	
Agent (740): Clarke Gittens Farmer, Attorneys-at-Law, Parker House, Wildey Business Park, Wildey Road, St. Michael Class (511): import-export agency services in International Class 35	
File No (210): 81/ 032844 Applicant (730): Roche Diagnostics GmbH, a German company, of Sandhofer Strasse 116, 68305 Mannheim, Germany Filing date (220): 28/01/2015	ACCU-CHEK INSTANT
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Medical instruments; medical instruments and apparatus including accessories; blood glucose monitors including accessories; lancets and lancets devices for medical use; insulin pumps and infusion sets in International Class 10	

File No (210): 81/ 032845 Applicant (730): LA MARCA VINI E SPUMANTI Sca a company incorporated and existing under the laws of Italy of Via Baite, 14-31046 Oderzo (TV), Italy Filing date (220): 28/01/2015 Limitations of colour: The mark is limited to the colours Light Blue, Silver and Black as shown on the representation of the mark. Translation: The words "LA MARCA" are of Italian origin which means 'MARK' or 'BRAND' in the English language.	
Agent (740): MISS CAROL HANSCHHELL, Attorney-at-Law, Croton Court, Cr. Pine & Belmont Roads, Belleville, St. Michael Class (511): Wines, sparkling wines in International Class 33	
File No (210): 81/ 032846 Applicant (730): BERGER INTERNATIONAL LIMITED, a company duly incorporated under the laws of Singapore, of 22 Benoi Sector, Singapore 629854 Filing date (220): 29/01/2015 Limitations of colour: The mark is limited to the colours red, orange, yellow, green, blue, purple, grey, brown, pink and white as shown on the representation of the mark.	
Agent (740): MESSRS. CARRINGTON & SEALY, Attorneys-at-Law, Belmont House, Belmont Road, St. Michael Class (511): Paints in International Class 2	