

## EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:	CASE NO.
Employee <b>-First named Appellant</b>	RP1162/2008 MN1265/2008
Employee <b>-Second named Appellant</b>	RP1163/2008 MN1266/2008
Employee <b>-Third named Appellant</b>	RP1164/2008 MN1267/2008
Employee <b>-Fourth named Appellant</b>	RP1165/2008 MN1268/2008
Employee <b>-Fifth named Appellant</b>	RP1166/2008 MN1269/2008
Employee <b>-Sixth named Appellant</b>	RP1167/2008 MN1270/2008
Employee <b>-Seventh named Appellant</b>	RP1168/2008 MN1271/2008
against	
Employer <b>-Respondent</b>	
under	

### REDUNDANCY PAYMENTS ACTS, 1967 TO 2007 MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2003

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. K.T. O'Mahony B.L.

Members: Mr. M. Forde  
Ms. P. Doyle

heard this appeal at Killarney on 20 April 2009

#### **Representation:**

Appellant:

Andrew McCarthy, Sectoral Organiser, SIPTU  
Connolly Hall, Upper Rock Street, Tralee, Co. Kerry

Respondent:

No appearance by or representation on behalf of the respondent

The determination of the Tribunal was as follows:

**Determination:**

The Tribunal being satisfied that the respondent was properly on notice of the hearing and based on the uncontroverted evidence of the appellants the Tribunal finds that the appellants are entitled to lump sum payments under the Redundancy Payments Acts, 1967 to 2003. Loss having been established the Tribunal further makes awards under the Minimum Notice and Terms of Employment Acts, 1973 to 2003. The awards under both Acts are based on the following criteria

Appellant	Date of Birth	of Employment Began	Employment Ended	Gross Weekly Pay	Notice given	MN weeks award	Minimum Notice Award
1st Named	29/08/1953	31/01/2006	10/10/2008	€377-08	1 Week	1	€377-08
2nd Named	01/05/1977	14/11/2005	10/10/2008	€375-25	1 Week	1	€375-25
3rd Named	22/09/1981	14/11/2005	10/10/2008	€341-08	1 Week	1	€341-08
4th Named	29/06/1947	15/04/1970	10/10/2008	€144-00	1 Week	7	€1008-00
5th Named	10/12/1952	15/11/1993	10/10/2008	€108-00	1 Week	5	€540-00
6th Named	06/05/1966	15/05/1983	10/10/2008	€477-25	1 Week	7	€3340-75
7th Named	06/06/1972	15/02/1995	10/10/2008	€276-05	1 Week	5	€1380-25

These awards are made subject to the appellants having been in insurable employment under the Social Welfare Acts during the relevant period.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

(Sgd.) \_\_\_\_\_  
(CHAIRMAN)