

**EMPLOYMENT APPEALS TRIBUNAL**

**APPEALS OF:**

**CASE NOS.**

EMPLOYEE - appellant 1

MN2125/09  
RP2612/09  
WT972/09

EMPLOYEE - appellant 2

MN2126/09  
RP2613/09  
WT973/09

EMPLOYEE - appellant 3

MN2127/09  
RP2614//09  
WT974/09

**Against**

EMPLOYER - respondent

**under**

**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005  
ORGANISATION OF WORKING TIME ACT, 1997  
REDUNDANCY PAYMENTS ACTS, 1967 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr G. Hanlon

Members: Mr F. Cunneen  
Ms. E. Brezina

heard these appeals at Dublin on 19th August 2010.

**Representation:**

Appellants: In person

Respondent: No appearance by or on behalf of the respondent

The decision of the Tribunal was as follows:-

## **Determination:**

The Tribunal is satisfied that the respondent was duly notified of the hearing. Neither the respondent nor a representative appeared on their behalf at the hearing.

### **Appellant 1**

Based on the uncontroverted evidence of appellant 1 the Tribunal finds that he is entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth:	1 <sup>st</sup> March 1959
Date of Commencement:	3 <sup>rd</sup> September 2006
Date of Termination:	6 <sup>th</sup> September 2009
Gross Weekly Wage:	€380.00

This award is made subject to appellant 1 fulfilling current Social Welfare requirements in relation to PRSI contributions.

The Tribunal awards appellant 1 €760.00 being the equivalent of two weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The Tribunal also awards appellant 1 €3380.00 under the Organisation of Working Time Act, 1997.

### **Appellant 2**

Based on the uncontroverted evidence of appellant 2 the Tribunal finds that he is entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth:	1 <sup>st</sup> January 1982
Date of Commencement:	3 <sup>rd</sup> September 2006
Date of Termination:	6 <sup>th</sup> September 2009
Gross Weekly Wage:	€346.00

This award is made subject to appellant 2 fulfilling current Social Welfare requirements in relation to PRSI contributions.

The Tribunal awards appellant 2 €692.00 being the equivalent of two weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The Tribunal also awards appellant 2 €2076.00 under the Organisation of Working Time Act, 1997.

### Appellant 3

Based on the uncontroverted evidence of appellant 3 the Tribunal finds that he is entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth: 26<sup>th</sup> January 1967  
Date of Commencement: 3<sup>rd</sup> September 2006  
Date of Termination: 6<sup>th</sup> September 2009  
Gross Weekly Wage: €346.00

This award is made subject to appellant 3 fulfilling current Social Welfare requirements in relation to PRSI contributions.

The Tribunal awards appellant 3 €692.00 being the equivalent of two weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The Tribunal also awards appellant 3 €924.50 under the Organisation of Working Time Act 1997.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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