

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 st March 1959
Date of Commencement:	3 rd September 2006
Date of Termination:	6 th 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 st January 1982
Date of Commencement:	3 rd September 2006
Date of Termination:	6 th 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: 26th January 1967
Date of Commencement: 3rd September 2006
Date of Termination: 6th 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)