

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:

CASE NO.

EMPLOYEE –**First Named Appellant**

RP499/2010

MN284/2010

EMPLOYEE –**Second Named Appellant**

RP545/2010

MN334/2010

EMPLOYEE –**Third Named Appellant**

RP1736/2010

MN1237/2010

EMPLOYEE –**Fourth Named Appellant**

MN337/2010

EMPLOYEE –**Fifth Named Appellant**

MN590/2010

against

EMPLOYER –**Respondent**

under

**REDUNDANCY PAYMENTS ACTS, 1967 TO 2007
MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005**

I certify that the Tribunal
(Division of Tribunal)

Chairman: Dr. A-M Courell B.L.

Members: Mr. P. Pierson
Mr. P. McGarry

heard this appeal at Carrick on Shannon on 15 October 2010

Representation:

Appellant:

All in person

Respondent:

Director of the respondent

The determination of the Tribunal was as follows:

Determination:

At the outset the appeals of the first, second and third appellants under the Redundancy Payments Acts, 1967 to 2007 were withdrawn.

The respondent then conceded liability under the Minimum Notice and Terms of Employment Acts, 1973 to 2005. Accordingly the Tribunal awards payments under those Acts as set out in the following schedule.

| Appellant | Employment Started | Employment Ended | Gross Weekly Pay | Number of Weeks Entitlement | Minimum Notice Award |
|--------------|--------------------|------------------|------------------|-----------------------------|----------------------|
| First Named | 26 October 1979 | 9 October 2009 | €700-00 | 8 | €5,600-00 |
| Second Named | 4 January 1974 | 9 October 2009 | €880-00 | 8 | €7,040-00 |
| Third Named | 15 July 1973 | 9 October 2009 | €815-20 | 8 | €6,521-60 |
| Fourth Named | 15 October 1994 | *4 December 2009 | €720-00 | 8 | €5,760-00 |
| Fifth Named | 10 November 1997 | 6 October 2009 | €1,100-00 | 6 | €6,600-00 |

* It being conceded by the respondent that the fourth named appellant's employment was terminated without notice, his employment end date has been determined by including the statutory notice period in the computation of the notice entitlement.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)