

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:
EMPLOYEE

- first named appellant

EMPLOYEE

-second named appellant

CASE NO.
RP863/2010
OWT1093/2010
MN579/2010

RP1090/2010
OWT1094/2010
MN766/2010

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: Ms. E. Daly B.L.

Members: Mr. D. Morrison
Ms. A. Moore

heard this appeal at Letterkenny on 1st April 2011

Representation:

Appellant(s) : In Person

Respondent(s) : Mr. John Haughey, Farren Roarty, Accountants, Thorn Road,
Magherennan, Co. Donegal

The decision of the Tribunal was as follows:-

Determination:

Having carefully considered the evidence adduced by all parties in this case, the Tribunal finds that the appeals under the Redundancy Payments Acts, 1967 to 2007 succeeds and awards the appellants a redundancy lump sum, which is to be calculated on the basis of the following criteria:

First Named Appellant

Date of Birth: 10 May 1991
Date of Commencement: 01 June 2007
Date of Termination: 15 September 2009
Gross Pay: € 400.00

Loss having been established the Tribunal awards the sum of € 800.00, this being two weeks gross pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The Tribunal awards the sum of € 1,260.00, this being 15.75 days annual leave, under the Organisation of Working Time Act, 1997.

Second Named Appellant

Date of Birth: 23 January 1986
Date of Commencement: 02 June 2007
Date of Termination: 13 September 2009
Gross Pay: € 400.00

Loss having been established the Tribunal awards the sum of € 800.00, this being two weeks gross pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The Tribunal awards the sum of € 1,260.00, this being 15.75 days annual leave, under the Organisation of Working Time Act, 1997.

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)