

EMPLOYMENT APPEALS TRIBUNAL

CLAIM(S) OF:

CASE NO.

EMPLOYEE

MN2100/2009

claimant

WT956/2009

Against

EMPLOYER

EMPLOYER

respondent

under

MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005 ORGANISATION OF WORKING TIME ACT, 1997

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr T. Taaffe

Members: Mr R. Murphy
Mr J. Flannery

heard this claim at Dublin on 1st November 2010
and 4th April 2011

Representation:

Claimant(s): The claimant in person

Respondent(s): No representation or attendance by or on behalf of the respondent

The decision of the Tribunal was as follows:-

Determination

The claimant told the Tribunal that she commenced employment with the respondent on 1st September 2008. She was not given a contract of employment until 16 July 2009. When she received the contract she asked her employer could she take it away with her, as she did not understand it and she needed to have it translated. She did not want to sign the contract until she understood the contents. Her employer told her if she did not sign the contract she could take her belongings. She returned to Poland for two weeks in September 2008 and she took time off while her daughter was sick. She did not receive notice or holiday pay while she was employed with the respondent.

On the uncontested evidence of the claimant the Tribunal find that she is entitled to pay in lieu of notice in the amount of €410.00 which is equivalent to one weeks gross pay under the

imum Notice and Terms of Employment Acts, 1973 to 2005.

The claimant is entitled to compensation of seventeen days annual leave in the amount of €1,394.00 under the Organisation of Working Time Act, 1997.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)

