

EMPLOYMENT APPEALS TRIBUNAL

CLAIM(S) OF:

CASE NO.

EMPLOYEE

WT780/2010

MN1694/2010

EMPLOYEE

WT781/2010

MN1695/2010

EMPLOYEE

MN1696/2010

WT782/2010

claimants

Against

EMPLOYER

EMPLOYER

EMPLOYER

under

respondent

**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: Ms F. Crawford B.L.

Members: Mr J. Goulding
Mr J. Flannery

heard this claim at Dublin on 6th January 2012

Representation:

Claimants(s): The claimants in person

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

The decision of the Tribunal was as follows:-

Claimants Case

The first named claimant AF told the Tribunal that she commenced employment with the respondent on the 25th June 1995. Her employment terminated without notice on the 29th January 2010. She worked a twelve hour shift three to four days a week. She did not receive holiday pay in 2009, she was not paid for three public holidays and she did not receive pay in lieu of notice.

The second named claimant AK told the Tribunal that commenced employment with the

respondent on the 1st February 2001. Initially she worked a three day week and then a two day week. If she worked a bank holiday she received two days' pay. She then worked one day a week on Saturdays. Her employment ended without notice on the 29th January 2010 and she did not receive any holiday pay in 2009.

The third named claimant AC told the Tribunal that she commenced employment with the respondent in November 1993. Her employment ended without notice on 29th January 2010. She did not receive payment for a winter week in 2009 and she did not receive pay for five public holidays.

Determination

On the uncontested evidence of the claimants' the Tribunal finds that the claims succeed and the claimants are entitled to compensation as follows:-

The first named claimant AF is entitled to compensation of €530.00 under the Organisation of Working Time Act, 1997. She is entitled to compensation in the amount of €2,655.00 which is equivalent to six weeks gross pay (€442.50 per week) under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The second named claimant AK is entitled to compensation of €399.92 under the Organisation of Working Time Act, 1997. She is entitled to compensation in the amount of €408.00 which is equivalent to four weeks gross pay (€102.00 per week) under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The third named claimant AC is entitled to compensation of €696.00 under the Organisation of Working Time Act, 1997. She is entitled to compensation in the amount of €3480.00 which is equivalent to eight weeks gross pay (€435.00 per week) under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)

