

**EMPLOYMENT APPEALS TRIBUNAL**

CLAIM(S) OF:  
EMPLOYEE - first claimant

CASE NO.  
MN1604/2010  
WT724/2010

and

EMPLOYEE - second claimant

MN1606/2010  
WT726/2010

and

EMPLOYEE

MN1607/2010  
WT727/2010

and

EMPLOYEE - fourth claimant

MN1608/2010  
WT728/2010

and

EMPLOYEE - fifth claimant

MN1609/2010  
WT729/2010

and

EMPLOYEE - sixth claimant

MN1610/2010  
WT730/2010

and

EMPLOYEE - seventh claimant

MN1611/2010  
WT731/2010

and

EMPLOYEE - eighth claimant

MN1615/2010  
WT735/2010

and

EMPLOYEE - ninth claimant

MN1616/2010  
WT736/2010

and

EMPLOYEE - tenth claimant

MN1617/2010  
WT737/2010

and

EMPLOYEE - eleventh claimant

MN1618/2010  
WT738/2010

and

EMPLOYEE - twelfth claimant

MN1622/2010  
WT742/2010

against

EMPLOYER

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. G. Hanlon

Members: Mr. M. Carr  
Mr. J. Moore

heard this case in Drogheda on 19th January 2012

Representation:

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Claimants(s):

Mr. John King, SIPTU,  
North-East Branch, Connolly Hall,  
Palace Street, Drogheda, Co. Louth

Respondent(s):

No legal representation

The decision of the Tribunal was as follows:-

The claimants alleged that they had not been paid minimum notice or outstanding holidays when their employment ended.

The claims were not disputed by the respondent company.

**Determination:**

Under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards the first appellant (MS) the sum of €564.82 (this amount being equivalent to one week's gross pay).

Under the Organisation of Working Time Act, 1997, the Tribunal awards the first

appellant (MS) the sum of €1355.57 (this amount being equivalent to 2.4 weeks' gross pay at €564.82 per week) for outstanding holidays.

Under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards the second appellant (DB) the sum of €654.00 (this amount being equivalent to one week's gross pay).

Under the Organisation of Working Time Act, 1997, the Tribunal awards the second appellant (DB) the sum of €784.80 (this amount being equivalent to 1.2 weeks' gross pay at €654.00 per week) for outstanding holidays.

Under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards the third appellant (JC1) the sum of €700.00 (this amount being equivalent to one week's gross pay).

Under the Organisation of Working Time Act, 1997, the Tribunal awards the third appellant (JC1) the sum of €910.00 (this amount being equivalent to 1.3 weeks' gross pay at €700.00 per week) for outstanding holidays.

Under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards the fourth appellant (CK) the sum of €637.00 (this amount being equivalent to one week's gross pay).

Under the Organisation of Working Time Act, 1997, the Tribunal awards the fourth appellant (CK) the sum of €764.40 (this amount being equivalent to 1.2 weeks' gross pay at €637.00 per week) for outstanding holidays.

Under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards the fifth appellant (KB) the sum of €1044.51 (this amount being equivalent to one week's gross pay).

Under the Organisation of Working Time Act, 1997, the Tribunal awards the fifth appellant (KB) the sum of €1044.51 (this amount being equivalent to one week's gross pay) for outstanding holidays.

Under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards the sixth appellant (DP) the sum of €564.82 (this amount being equivalent to one week's gross pay).

Under the Organisation of Working Time Act, 1997, the Tribunal awards the sixth appellant (DP) the sum of €1807.42 (this sum being equivalent to 3.2 weeks' gross pay at €564.82 per week) for outstanding holidays.

Under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards the seventh appellant (GL) the sum of €629.00 (this sum being equivalent to one week's gross pay).

Under the Organisation of Working Time Act, 1997, the Tribunal awards the seventh appellant (GL) the sum of €629.00 (this sum being equivalent to 1.0 weeks' gross pay at €629.00 per week) for outstanding holidays.

Under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards the eighth appellant (WC) the sum of €630.00 (this sum being equivalent to one week's gross pay).

Under the Organisation of Working Time Act, 1997, the Tribunal awards the eighth appellant (WC) the sum of €567.00 (this sum being equivalent to 0.9 weeks' gross pay at €630.00 per week) for outstanding holidays.

Under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards the ninth appellant (PMCA) the sum of €850.63 (this sum being equivalent to one week's gross pay).

Under the Organisation of Working Time Act, 1997, the Tribunal awards the ninth appellant (PMCA) the sum of €1,020.76 (this sum being equivalent to 1.2 weeks' gross pay at €850.63 per week) for outstanding holidays.

Under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards the tenth appellant (JC2) the sum of €564.82 (this sum being equivalent to one week's gross pay).

Under the Organisation of Working Time Act, 1997, the Tribunal awards the tenth appellant (JC2) the sum of €1,016.68 (this sum being equivalent to 1.8 weeks' gross pay at €564.82 per week) for outstanding holidays.

Under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards the eleventh appellant (SF) the sum of €692.50 (this sum being equivalent to one week's gross pay).

Under the Organisation of Working Time Act, 1997, the Tribunal awards the eleventh appellant (SF) the sum of €831.00 (this sum being equivalent to 1.2 weeks' gross pay at €692.50 per week) for outstanding holidays.

Under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards

the twelfth appellant (DM) the sum of €564.82 (this sum being equivalent to one week's gross pay).

Under the Organisation of Working Time Act, 1997, the Tribunal awards the twelfth appellant (DM) the sum of €451.86 (this sum being equivalent to 0.8 weeks' gross pay at €564.82 per week) for outstanding holidays.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

(Sgd.) \_\_\_\_\_  
(CHAIRMAN)

