

EMPLOYMENT APPEALS TRIBUNAL

| APPEAL(S) OF: | CASE NO. |
|--------------------------------|--------------------------|
| EMPLOYEE – <i>appellant 1</i> | RP231/2011 MN105/2012 |
| EMPLOYEE – <i>appellant 2</i> | RP309/2011 MN106/2012 |
| EMPLOYEE – <i>appellant 3</i> | RP375/2011 MN107/2012 |
| EMPLOYEE – <i>appellant 4</i> | RP376/2011 MN108/2012 |
| EMPLOYEE – <i>appellant 5</i> | RP405/2011 MN109/2012 |
| EMPLOYEE – <i>appellant 6</i> | RP441/2011 MN110/2012 |
| EMPLOYEE – <i>appellant 7</i> | RP442/2011 MN111/2012 |
| EMPLOYEE – <i>appellant 8</i> | RP443/2011 MN112/2012 |
| EMPLOYEE – <i>appellant 9</i> | RP444/2011 MN113/2012 |
| EMPLOYEE – <i>appellant 10</i> | RP445/2011 MN114/2012 |
| EMPLOYEE – <i>appellant 11</i> | RP446/2011 MN115/2012 |
| EMPLOYEE – <i>appellant 12</i> | RP447/2011 MN116/2012 |
| EMPLOYEE – <i>appellant 13</i> | RP448/2011 MN117/2012 |
| EMPLOYEE – <i>appellant 14</i> | RP449/2011 MN118/2012 |
| EMPLOYEE – <i>appellant 15</i> | RP450/2011 MN119/2012 |

| | |
|--------------------------------|--------------------------|
| EMPLOYEE – <i>appellant 16</i> | RP451/2011 MN120/2012 |
| EMPLOYEE – <i>appellant 17</i> | RP452/2011 MN121/2012 |
| EMPLOYEE – <i>appellant 18</i> | RP453/2011 MN122/2012 |
| EMPLOYEE – <i>appellant 19</i> | RP454/2011 MN123/2012 |
| EMPLOYEE – <i>appellant 20</i> | RP455/2011 MN124/2012 |
| EMPLOYEE – <i>appellant 21</i> | RP456/2011 MN125/2012 |
| EMPLOYEE – <i>appellant 22</i> | RP457/2011 MN126/2012 |
| EMPLOYEE – <i>appellant 23</i> | RP458/2011 MN127/2012 |
| EMPLOYEE – <i>appellant 24</i> | RP459/2011 MN128/2012 |
| EMPLOYEE – <i>appellant 25</i> | RP460/2011 MN129/2012 |
| EMPLOYEE – <i>appellant 26</i> | RP461/2011 MN130/2012 |
| EMPLOYEE – <i>appellant 27</i> | RP462/2011 MN131/2012 |
| EMPLOYEE – <i>appellant 28</i> | RP463/2011 MN132/2012 |
| EMPLOYEE – <i>appellant 29</i> | RP464/2011 MN133/2012 |
| EMPLOYEE – <i>appellant 30</i> | RP465/2011 MN134/2012 |
| EMPLOYEE – <i>appellant 31</i> | RP466/2011 MN135/2012 |
| EMPLOYEE – <i>appellant 32</i> | RP467/2011 MN136/2012 |

| | |
|----------------------------------|--------------------------|
| EMPLOYEE – <i>appellant 33</i> | RP503/2011 MN137/2012 |
| EMPLOYEE – <i>appellant 34</i> | RP504/2011 MN138/2012 |
| EMPLOYEE – <i>appellant 35</i> | RP505/2011 MN139/2012 |
| EMPLOYEE – <i>appellant 36</i> | RP506/2011 MN389/2011 |
| EMPLOYEE – <i>appellant 37</i> | RP507/2011 MN140/2012 |
| EMPLOYEE – <i>appellant 38</i> | RP508/2011 MN141/2012 |
| EMPLOYEE – <i>appellant - 39</i> | RP509/2011 MN142/2012 |

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: Mr. M. Gilvarry

Members: Mr. D. Morrison
Ms. R. Kerrigan

heard this appeal in Letterkenny on 10th February 2012

Representation:

Appellant(s): In Person

Respondent(s):

The decision of the Tribunal was as follows:-

The respondent having conceded liability in this matter, the Tribunal finds that each appellant is entitled to a lump sum payment under the Redundancy Payments Acts, 1967 to 2007 as set out in the following schedule. The Tribunal further awards the amounts shown in the schedule under the Minimum Notice and Terms of Employment Acts, 1973 to 2005

| Appellant | Date of Birth | Employment Began | Employment Ended | Gross Weekly Pay | Notice given | MN weeks award | Minimum Notice Award |
|------------------|----------------------|-------------------------|-------------------------|-------------------------|---------------------|-----------------------|-----------------------------|
| 1st Named | 19/01/55 | 01/12/06 | 12/08/10 | €179.00 | None | 2 | €358.00 |
| 2nd Named | 18/09/77 | 17/09/07 | 12/08/10 | €179.00 | None | 2 | €358.00 |
| 3rd Named | 09/06/67 | 19/04/05 | 12/08/10 | €179.00 | None | 4 | €716.00 |
| 4th Named | 18/08/70 | 17/09/07 | 12/08/10 | €194.80 | None | 2 | €389.60 |
| 5th Named | 25/06/75 | 10/04/07 | 12/08/10 | €363.59 | None | 2 | €727.18 |
| 6th Named | 22/02/78 | 12/03/07 | 12/08/10 | €335.62 | None | 2 | €671.24 |
| 7th Named | 12/03/83 | 12/03/07 | 12/08/10 | €335.62 | None | 2 | €671.24 |
| 8th Named | 24/04/82 | 12/03/07 | 12/08/10 | €335.62 | None | 2 | €671.24 |

| Appellant | Date of Birth | Employment Began | Employment Ended | Gross Weekly Pay | Notice given | MN weeks award | Minimum Notice Award |
|------------------|----------------------|-------------------------|-------------------------|-------------------------|---------------------|-----------------------|-----------------------------|
| 9th Named | 02/09/83 | 10/03/03 | 12/08/10 | €356.62 | None | 4 | €1426.48 |
| 10th Named | 16/09/83 | 26/06/06 | 12/08/10 | €346.87 | None | 2 | €693.74 |
| 11th Name | 31/08/81 | 23/09/02 | 12/08/10 | €356.62 | None | 4 | €1426.48 |
| 12th Named | 14/03/80 | 09/12/02 | 12/08/10 | €179.00 | None | 4 | €716.00 |
| 13th Named | 22/03/51 | 29/10/02 | 12/08/10 | €335.60 | None | 4 | €1342.40 |
| 14th Named | 27/11/89 | 10/09/07 | 12/08/10 | €145.61 | None | 2 | €241.66 |
| 15th Named | 28/11/59 | 17/04/03 | 12/08/10 | €335.62 | None | 4 | €1342.48 |
| 16th Named | 27/08/87 | 26/06/06 | 12/08/10 | €335.62 | None | 2 | €671.24 |
| 17th Named | 25/08/74 | 14/04/03 | 12/08/10 | €357.00 | None | 4 | €1428.00 |

| | | | | | | | |
|---------------------------|----------|----------|----------|---------|------|---|----------|
| 18th Named | 07/12/57 | 10/04/07 | 12/08/10 | €335.62 | None | 2 | €671.24 |
| 19th Named | 28/06/74 | 06/06/02 | 29/06/10 | €461.50 | None | 4 | €1846.00 |
| 20th Named | 10/09/56 | 19/04/05 | 12/08/10 | €384.37 | None | 4 | €1537.48 |
| 21st Named | 30/06/82 | 09/12/02 | 12/08/10 | €179.00 | None | 4 | €716.00 |
| 22nd Named | 12/05/81 | 03/11/03 | 12/08/10 | €335.62 | None | 4 | €1342.48 |
| 23rd Named | 22/10/86 | 25/03/08 | 12/08/10 | €335.62 | None | 2 | €671.24 |
| 24 th Named | 13/01/88 | 06/01/06 | 12/08/10 | €335.62 | None | 2 | €671.24 |
| 25th Named | 27/06/77 | 03/11/03 | 12/08/10 | €363.59 | None | 4 | €1454.36 |
| 26th Named | 27/11/83 | 10/03/03 | 12/08/10 | €384.27 | None | 4 | €1537.08 |
| 27 th Named | 08/06/75 | 21/11/07 | 12/08/10 | €370.00 | None | 2 | €740.00 |
| 28th Named | 01/03/83 | 19/03/08 | 12/08/10 | €403.00 | None | 2 | €806.00 |
| 29th Named | 22/11/83 | 06/11/07 | 12/08/10 | 442.30 | None | 2 | €884.60 |
| 30th Named | 21/10/89 | 28/01/08 | 12/08/10 | €363.56 | None | 2 | €727.12 |
| 31st Named | 13/05/83 | 12/03/07 | 12/08/10 | €335.62 | None | 2 | €671.24 |

| Appellant | Date of Birth | Employment Began | Employment Ended | Gross Weekly Pay | Notice given | MN weeks award | Minimum Notice Award |
|------------------|----------------------|-------------------------|-------------------------|-------------------------|---------------------|-----------------------|-----------------------------|
| 32nd Named | 07/06/80 | 12/03/07 | 12/08/10 | €335.62 | None | 2 | €671.24 |
| 33rd Named | 31/08/84 | 01/05/03 | 12/08/10 | €356.62 | None | 4 | €1426.48 |
| 34th Named | 10/12/85 | 21/11/07 | 12/08/10 | €332.56 | None | 2 | €665.12 |
| 35th Named | 17/11/85 | 10/04/07 | 12/08/10 | €461.60 | None | 2 | €923.20 |
| 36th Named | 17/07/85 | 10/10/07 | 12/08/10 | €335.62 | None | 2 | €671.24 |
| 37th Named | 01/07/61 | 20/10/03 | 12/08/10 | €374.97 | None | 4 | €1499.88 |
| 38th Named | 11/05/85 | 04/07/05 | 12/08/10 | €374.97 | None | 4 | €1499.88 |
| 39th Named | 02/12/86 | 25/02/08 | 12/08/10 | €332.56 | None | 2 | €665.12 |

These awards are made subject to the appellants having been in insurable employment under

the Social Welfare Acts during the relevant period. It should be noted that payments from the social insurance fund are limited to a maximum of €600-00 per week

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)