



EMPLOYMENT TRIBUNALS

Claimant: Ms O. Hrabia

Respondent: MDM Trans Ltd. (1)
Mr. Kamil Gajewski (2)

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claimant's following claims against the first respondent are well-founded and succeed:

1.1 She was unfairly dismissed by the first respondent (R1) contrary to s.99 (3) (a) Employment Rights Act 1996 (ERA).

1.2 She was unfairly dismissed by R1 contrary to the right expressed in s.94 (1) ERA .

1.3 R1 treated her unfavourably because she was seeking to exercise or had exercised or sought to so exercise the right to maternity leave.

1.4 R1 failed to provide her with written employment particulars.

1.5 R1 breached her contract with regard to notice of termination.

1.6 R1 made unauthorised deductions from her wages.

1.7 R1 failed to pay to her holiday pay due to her.

2. The claimant's claim that the second respondent (R2) treated her unfavourably because she was seeking to exercise or had exercised or sought to so exercise the right to maternity leave is well-founded and succeeds.

3. The claims succeed and the remedy to which the claimant is entitled will be determined at a Remedy Hearing to be held at Liverpool on 9th May 2017 at 10:00 a.m. in place of the listed preliminary hearing, with a time estimate of one hour.

Case No:2401530/2017

Employment Judge T.V. Ryan
Date: 10.04.17

JUDGMENT SENT TO THE PARTIES ON

13 April 2017

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE