



# EMPLOYMENT TRIBUNALS

## Claimant

## Respondent

(1) Michael Lukac; (2) Robert Lukac v

First Light Lamps Limited

**Heard at:** Bury St Edmunds

**On:** 17 July 2019

**Before:** Employment Judge Laidler

## Appearances

**For the Claimant:** In person, assisted by an interpreter

**For the Respondent:** Mr N Shah, representative of Peninsula

## JUDGMENT

1. The Claimants were not treated less favourably on the grounds of their race and all claims are dismissed.
2. Further, the Claimants were not victimised following the raising of a protected act by Michael Lukac and that claim is dismissed.
3. There was no fundamental breach of contract entitling the Claimants to resign yet claim constructive dismissal and that claim also is dismissed.

\_\_\_\_\_  
Employment Judge Laidler

Date: .....23.07.19.....

Sent to the parties on: .....08.08.19....

.....  
For the Tribunal Office

### Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.