



# EMPLOYMENT TRIBUNALS

**Claimant** Mr K Balycz

**Respondent:** Amazon UK Services Limited

**HELD AT:** Sheffield

**ON:** 6 December 2019

**BEFORE:** Employment Judge Little

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Ms K Taunton of Counsel (instructed by Allen and Overy LLP)

# JUDGMENT

1. My Judgment is that the complaint of unfair dismissal is struck out.
2. The complaints of direct race discrimination and harassment proceed subject to the Order of today's date.

# REASONS

1. It is common ground that the claimant did not have two year's continuous service and so pursuant to Employment Rights Act 1996 section 108 the Tribunal does not have jurisdiction to entertain a complaint of 'ordinary' unfair dismissal.
2. The claimant's application to amend to add a complaint under Employment Rights Act 1996, section 100 has been refused (see Order of even date).

Employment Judge Little  
Date 18<sup>th</sup> December 2019

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