



THE EMPLOYMENT TRIBUNALS

First Claimant: Mr G Finnegan
Second Claimant: Mr T Couling

Respondent: Teams Roofing Limited (in administration)

Heard at: Teesside Justice Hearing Centre **On:** Thursday 5th March 2020

Before: Employment Judge Johnson

Members: Mr G Baines
Mr M Ratcliffe

Representation:

Claimants: Mr Perriman (representative)
Respondent: No attendance, no appearance

JUDGMENT

1. Each claimant's complaint that the respondent failed to comply with the requirement of Section 188 or Section 188A of the Trade Union and Labour Relations (Consolidation) Act 1992 is well-founded.
2. The respondent is ordered to pay to each claimant remuneration calculated in accordance with Section 190 of the Trade Union and Labour Relations (Consolidation) Act 1992 to both claimants dismissed as redundant on or after 2nd September 2019 before the protected period of 90 days from 2nd September 2019 to the 1st December 2019.
3. The recoupment provisions apply to this award.

EMPLOYMENT JUDGE JOHNSON

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 24 March 2020**

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