



EMPLOYMENT TRIBUNALS

Claimant: Unite the Union & others

Respondent: Bonds Foundry Company Limited

JUDGMENT

1. The complaint that the respondent failed to comply with a requirement of section 188 or section 188A of the Trade Union and Labour Regulations (Consolidation) Act 1992 is well founded;
2. The respondent is ordered to pay remuneration calculated in accordance with section 190 of the Trade Union and Labour Regulations (Consolidation) Act 1992 to all employees dismissed in respect of whom the claimant Union was recognised by the respondent for collective bargaining and whose names appear on the schedule hereto;
3. The protected period is from 27th December 2019 to 27 March 2020;
4. The Employment Protection (Recoupment of Jobseeker's Allowance and income Support) Regulations 1996 apply. Regulation 6 imposes on the Respondent a duty to provide information to the Secretary of State. Regulation 7 postpones this award in order to enable the Secretary of State to serve a recoupment notice under Regulation 8. The full effect of Regulations 6, 7 and 8 is set out in Annexe to this Judgment.

Authorised by Employment Judge **Johnson**

Date 3 February 2021

Notes

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.

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Claimants

2500899/2020 Unite The Union
2500900/2020 Mr Mark Wright
2500901/2020 Mr Ian Swatton
2500902/2020 Mr Steven Welsh
2500903/2020 Mr Kenneth Young
2500904/2020 Mr Donald Lee
2500905/2020 Mr Keith Morrallee
2500906/2020 Mr Steven Maughan
2500907/2020 Mr Malcolm Barnes-Bell
2500908/2020 Mr Ronald James Hammell
2500909/2020 Mr Lee Spencer