



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr J Thompson  
Mr K R Armistead  
Mr J Baldus  
Mr T Thornton

**Respondent:** Cardinal Shopfitting and Systems Limited  
(in administration)

**Heard at:** Leeds (by video) **On:** 22 February 2021

**Before:** Employment Judge Bright

## Representation

Claimants: In person  
Respondent: Not in attendance

# JUDGMENT

The judgment of the Tribunal is that the claimants' complaint under section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992 of a failure by the respondent to comply with the requirements of section 188 and section 188A of the 1992 Act is well-founded. The Tribunal orders the respondent by way of protective award under section 189(3) of the 1992 Act to pay to the claimants remuneration for the period of 90 days beginning on 13 July 2020. The Recoupment Regulations apply.

*Employment Judge Bright*  
*22 February 2021*