



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr O R Aghedosa  
**Respondent:** Urbaser Limited

**Heard at:** Bristol Employment Tribunal      **On:** 4 March 2021

**Before:** Employment Judge J Bax

## Representation

**Claimant:** Mr Aghedosa (in person)  
**Respondent:** Mr D Leach (Counsel)

# JUDGMENT

1. The claim of unfair dismissal was presented out of time and it was reasonably practicable for the Claimant to have presented it in time. The Tribunal did not have jurisdiction to hear the claim and it is struck out.
2. The claims of discrimination on the grounds of race were presented out of time and it was not just and equitable to extend time. The Tribunal did not have jurisdiction to hear the claims and they were struck out.

Employment Judge J Bax  
Date: **04 March 2021**

Judgment sent to the parties: 11 March 2021

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.