



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Sandra Forbes-Cowan

**Respondent:** Copperstone Projects Limited

## JUDGMENT

1. The complaint of **unfair dismissal** is struck out.
2. By a letter dated 25 May 2022 the Tribunal gave the Claimant an opportunity to make representations, or to request a hearing, as to why her complaint for **unfair dismissal** should not be struck out. The reason for this was:
  1. The Claimant did not have the qualifying two years' service under section 108 of The Employment Rights Act 1996 and presented no exceptional circumstances that provide an exemption to that qualifying period.
3. The Claimant has failed to make such representations and has not requested a hearing to consider the question. The complaint of **unfair dismissal** is, therefore, struck out.
4. The remaining claims brought by the Claimant remain listed for hearing on **2 December 2022**.

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Employment Judge Aspinall  
Date: 14 November 2022

Sent to the parties on  
Date: 23 November 2022