



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Daniels

**Respondent:** Glaxo Smith Kline Unlimited

**Heard at:** Teesside Justice Centre

**On: 20 – 22 May 2024**

**Before:** Employment Judge Heather  
Tribunal Member Don  
Tribunal Member Wright

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr Dervin (Counsel)

# JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaints of detriment on grounds related to trade union membership or activities under section 146 of the Trade Union and Labour Relations (Consolidation) Act 1992 are not well founded and each of those claims are dismissed.
2. The complaint of automatic unfair dismissal on grounds of trade union membership or activities under section 152 Trade Union and Labor Relations (Consolidation) Act 1992 is not well founded and is dismissed.

**Employment Judge Heather  
22 May 2024**

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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