



EMPLOYMENT TRIBUNALS

Claimant: Ms J Flynn
Respondent: Garmin (Europe) Ltd

Heard at: Southampton
On: 10,11,12 March 2025

Before: Employment Judge Rayner

Representation

Claimant: In Person
Respondent: Mrs G Holden, Counsel

JUDGMENT

1. The Claimant's claim of constructive unfair dismissal is well founded and succeeds.
2. The matter is listed for a remedy hearing on **7 April 2025**, in person for ½ day at 10 am at Southampton ET.

Employment Judge Rayner
Date 12 March 2025

JUDGMENT SENT TO THE PARTIES ON

.....1 April 2025.....

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording

and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>