



# EMPLOYMENT TRIBUNALS

**Claimant:** Shannon Miller-Gardner

**Respondent:** Consol tanning

## JUDGMENT

The claim is struck out.

## REASONS

1. By letters dated **17 March 2025** and **29 April 2025** the Tribunal gave the Claimant an opportunity to make representations or to request a hearing, as to why her claim of unfair dismissal should not be struck out. Under section 108 of the Employment Rights Act 1996, claimants are not entitled to bring a complaint of unfair dismissal unless they were employed for two years or more except in certain specific circumstances which do not seem to apply in this case. It appears from the claim that the Claimant was employed for less than two years.
2. The Claimant has failed to respond. The claim is therefore struck out.

Approved by:

**Employment Judge Volkmer**  
**Dated: 6 June 2025**

JUDGMENT SENT TO THE PARTIES ON  
25 June 2025

Jade Lobb  
FOR THE TRIBUNAL OFFICE