



THE EMPLOYMENT TRIBUNALS

Claimant: Mrs San Juan Furones

Respondent: Elite Embroidery Limited

Heard By: Newcastle Employment Tribunal

By: Cloud Video Platform (CVP)

On: 10 February 2026

Before: Employment Judge Martin

Representation:

Claimant: In Person with husband in attendance

Respondent: Mr J Stokes (Solicitor)

Spanish Interpreter: Mr Ionit Marius Scarlet

JUDGMENT

- 1) The claimant's complaint of unfair dismissal is hereby dismissed. The claimant does not have the requisite period of two years' service to bring such a claim and does not fall within any of the exceptions under Section 108(3) Employment Rights Act 1996.
- 2) The claimant's claim for a redundancy payment is dismissed upon withdrawal.

REASONS

Oral reasons were given at the hearing. The parties are entitled to apply for written reasons within 14 days of the date of this judgement.

EMPLOYMENT JUDGE MARTIN

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON
3 March 2026**

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