



EMPLOYMENT TRIBUNALS

Claimant: Mr D Slifkin

Respondent: Bay Freight Limited

Heard at: Manchester, by CVP.

On: 29 and 30 April 2026

Before: Employment Judge KM Ross

Representation

Claimant: In person

Respondent: Mr Randall, USA qualified Attorney.

JUDGMENT

1. By consent, the name of the Respondent is amended to Bay Freight Limited.
2. The respondent agrees to pay the claimant the sum of £341.72 within 14 days of the date of this Judgment and so the claimant's claim for Unlawful Deduction from Wages pursuant to s13 Employment Rights Act 1996 is therefore dismissed on withdrawal.
3. The claimant's claim for unfair constructive dismissal pursuant to s95 and 98 Employment Rights Act 1996 is well founded and succeeds.
4. There will be a remedy hearing by CVP, at 10am on 29 June 2026 with an estimated length of hearing of 3 hours.

Approved by:

Employment Judge KM Ross

30 April 2026

**JUDGMENT SENT TO THE PARTIES
ON**

1 May 2026

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/