



EMPLOYMENT TRIBUNALS

Claimant: Joel Meadows

Respondent: Flogas

JUDGMENT

The claim is struck out.

REASONS

1. The claimant complains of unfair dismissal.
2. Section 108 of the Employment Rights Act 1996 requires a claimant to have not less than two years service to make an unfair dismissal complaint. The claimant was employed by the respondent for less than two years. Therefore the claimant is not entitled to bring these proceedings.
3. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out. The claimant's response restates his view of the unfairness of his dismissal, but does not address the problem that he has less than two years service nor identify any relevant exception to the requirement for two years' service.
4. Accordingly, the claim is struck out.

Approved by

Employment Judge Anstis

Date: 8 June 2026

JUDGMENT SENT TO THE PARTIES ON

9 July 2026

FOR THE TRIBUNAL OFFICE