



EMPLOYMENT TRIBUNALS

Claimant: Mr A Long

Respondent: XPO Bulk Limited

Heard at: Leeds

On: 9, 10, 11, 23, 13 and 16 March 2026

Before: Employment Judge Miller
Ms K Grace
Mr D Eales

Appearances

For the claimant: Ms G Grant – counsel

For the respondent: Mr Z Malik – solicitor advocate

JUDGMENT

Unauthorised deduction from wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 31 January 2024 – 28 June 2024.

Unfair Dismissal

2. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
3. The complaint of automatically unfair dismissal on the ground that he was or proposed to become a member of an independent trade union is not well founded and is dismissed

Trade Union Detriment

4. The complaint that the claimant was subjected to a detriment for the sole or main purpose of preventing or deterring him from being or seeking to become a trade union member or penalising him for doing so is not well founded and is dismissed

5. Remedies will be determined at a further hearing.

Approved by

Employment Judge **Miller**

Date: 16 March 2026

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.

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