



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D B Huskey Jnr

**Respondent:** Ryanair DAC

**Heard at:** Liverpool (by telephone)      **On:** 16 March 2021

**Before:** Employment Judge K E Robinson

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr French-Williams, Solicitor

# JUDGMENT

The judgment of the Tribunal is as follows.

1. The claims of direct age discrimination were presented out of time and it is not just and equitable to extend time. Furthermore, the claims have no reasonable prospect of success.
2. The claim for equal pay is presented out of time and it is not just and equitable to extend time and the claim has no reasonable prospect of success.
3. The claims relating to bullying, harassment, and victimisation with regard to the protected characteristic of age were all made out of time and it is not just and equitable to extend time and they have no reasonable prospects of success.
4. The breach of contract claims relating to holiday pay and overtime payments have been made out of time and have no reasonable prospect of success.
5. The application to amend the claim form by the claimant to include claims for constructive unfair dismissal and detriment on grounds related to union membership or activities contrary to section 146 of the Trade Union and Labour Relations (Consolidation) Act 1992 fails.

6. Consequently, this litigation ends with this judgement.

Employment Judge Robinson

17 March 2021

JUDGMENT SENT TO THE PARTIES ON

22 March 2021

FOR THE TRIBUNAL OFFICE

**Note**

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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