



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Zbigniew Marzec

**1<sup>st</sup> Respondent:** YPG Developments Ltd  
**2<sup>nd</sup> Respondent:** Perennial Management Ltd

**Heard at:** Liverpool **On:** 22 and 24 March 2021

**Before:** Employment Judge Ord

**Representation:**

**Claimant:** Mr L Werenowski (solicitor)  
**1<sup>st</sup> & 2<sup>nd</sup> Respondent:** Mr P Harthan (counsel)  
**Interpreter on 22/3/21:** Ms Anna M Ciepiaszuk  
**Interpreter on 24/3/21:** Ms Anna Thorpe

## JUDGMENT

1. The claimant's claim for unfair dismissal against the first respondent is not well founded and is dismissed.
2. The claimant's claim for unfair dismissal against the second respondent is well founded and succeeds.

Employment Judge Liz Ord

Date 25 March 2021

JUDGMENT SENT TO THE PARTIES ON

30 March 2021

FOR THE TRIBUNAL OFFICE

Notes

1. The hearing code "V" in the heading to this judgment indicates that the hearing took place on a remote video platform. Neither party objected to the format of the hearing.
2. 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 displayed on the tribunal's online register of judgments, which is visible to internet searches.