



EMPLOYMENT TRIBUNALS

IN THE MIDLANDS (EAST) EMPLOYMENT TRIBUNAL

CASE NO: 2600963/2016 & OTHERS

BETWEEN:

MR DEAN CARR & OTHERS

Claimants

-and-

(1) LS DOORS REALISATIONS LIMITED (IN ADMINISTRATION)	First Respondent
(2) INTEGRATED DOORSET SOLUTIONS LIMITED	Second Respondent
(3) UK FIRE DOORS LIMITED	Third Respondent
(4) SECRETARY OF STATE FOR BUSINESS INNOVATION AND SKILLS	Fourth Respondent

AND BETWEEN:

CASE NO: 1300783/2016 & OTHERS

MR ADAM BEECROFT & OTHERS

Claimants

-and-

(1) LS DOORS REALISATIONS LIMITED (IN ADMINISTRATION)	First Respondent
(2) L INTERIORS REALISATIONS LIMITED (IN ADMINISTRATION)	Second Respondent
(3) UK FIRE DOORS LIMITED	Third Respondent
(4) INTEGRATED DOORSET SOLUTIONS LIMITED	Fourth Respondent
(5) SECRETARY OF STATE FOR BUSINESS INNOVATION AND SKILLS	Fifth Respondent

AND BETWEEN:

MR LUKASZ BUDKA & OTHERS

Claimants

-and-

(1) LS DOORS REALISATIONS LIMITED (IN ADMINISTRATION)

First Respondent

(2) SECRETARY OF STATE FOR BUSINESS INNOVATION AND SKILLS

Second Respondent

AND BETWEEN:

ALEX JACKS & OTHERS

Claimants

-and-

(1) LS DOORS REALISATIONS LIMITED (IN ADMINISTRATION)

First Respondent

(2) SECRETARY OF STATE FOR BUSINESS INNOVATION AND SKILLS

Second Respondent

JUDGMENT BY CONSENT

THE parties are referred to within this Judgement collectively as “**the Parties**” and individually as follows:

Mr Dean Carr & Others (save for Unite the Union) – “**Carr Claimants**”

Unite the Union – “**Unite**”

Mr Adam Beecroft & Others – “**Beecroft Claimants**”

Mr Lukasz Budka & Others – “**Budka Claimants**”

Mr Alex Jacks & Others – “**Jacks Claimants**”

(Collectively, “**the Claimants**”)

LS Doors Realisations Limited – “**LS Doors**”

Integrated Doorset Solutions Limited – “**IDSL**”

UK Fire Doors Limited – “**UFDL**”

L Interiors Realisations Limited – “**L Interiors**”

Secretary of State for Business Innovation and Skills – “**Secretary of State**”

(Collectively “**the Respondents**”)

UPON the Parties having agreed to the terms set out in the attached Schedule 1, the Judgment of the Employment Tribunal is that:

Union Recognition

1. The Parties agree that Unite was recognised by LS Doors for the purpose of collective bargaining under section 178 of the Trade Union and Labour Relations (Consolidation) Act 1992 (“**TULR(C)A**”) in respect of the following bargaining unit: “manufacturing operatives based at Langley Mill”; including specifically the Claimants listed at Schedule 2. The Claimants listed at Schedule 2 have brought claims relying both on section 189(1)(a) and 189(1)(c) of TULR(C)A. The Claimants listed at Schedules 3 and 4 have brought claims pursuant to section 189(1)(a) of TULR(C)A.
2. The Parties agree that no other trade union was recognised by LS Doors, or L Interiors.

The protective award claims

2. In respect of the claims against **LS Doors**, the Parties agree that:
 - 2.1 Pursuant to section 189(1)(c) TULRCA Unite is the only entity with the right to bring claims for a protective award in respect of the Claimants formerly employed by LS Doors as manufacturing operatives based at Langley Mill, listed at Schedule 2. The Claimants at Schedule 2 therefore withdraw their protective award claims in their individual capacities, brought pursuant to section 189(1)(a) TULRCA.
 - 2.2 The Claimants listed at Schedule 3 have correctly brought their claims pursuant to section 189(1)(a) TULRCA.
 - 2.3 LS Doors failed to comply with all requirements of section 188 TULR(C)A, as detailed in Schedule 1. In accordance with section 189(2) of TULR(C)A, the Tribunal therefore

makes a declaration that the complaints are well founded and the Tribunal also makes a protective award.

2.4 The protective award made pursuant to section 189(2) TULRCA shall, for the purposes of

section 189(3) TULR(C)A, be made in respect of the following descriptions of employees:

2.4.1 Manufacturing operatives based at Langley Mill (Nottingham) who were dismissed as redundant from and including 30 December 2015 and who are listed at Schedule 2;

2.4.2 All other employees based at Langley Mill (Nottingham) who were dismissed as redundant from and including 30 December 2015 and who are listed at Schedule 3;

2.4.3 All employees based at Mansfield who were dismissed as redundant from and including 30 December 2015 and who are listed at Schedule 3; and

2.4.4 All employees based at Barnstaple, Gateshead and Willenhall (which constituted one establishment) who were dismissed as redundant from and including 30 December 2015 and who are listed at Schedule 3.

2.5 For the purposes of section 189(4)(a) TULR(C)A, the protected period began on 30 December 2015, which was the date on which the first of the dismissals to which the complaint related took effect;

2.6 For the purposes of section 189(4)(b) TULR(C)A, the Tribunal determines that the length of the protected period is 56 days (8 weeks).

2.7 Pursuant to section 190 TULR(C)A, LS Doors is ordered to pay a protective award of 56 days' (8 weeks') gross pay to the Claimants listed at Schedules 2 and 3.

3. In respect of the claims against **L Interiors**, the Parties agree that, pursuant to section 189 TULR(C)A:

3.1 The Claimants listed at Schedule 4 have correctly brought their claims pursuant to section 189(1)(a) TULRCA.

3.2 L Interiors failed to comply with all requirements of section 188 TULR(C)A, as detailed in Schedule 1. In accordance with section 189(2) of TULR(C)A, the Tribunal therefore makes a declaration that the complaints are well founded and the Tribunal also makes a protective award.

3.3 The protective award made pursuant to section 189(2) TULRCA shall, for the purposes of

section 189(3) TULR(C)A, be made in respect of the following descriptions of employees: all employees employed by L Interiors and dismissed as redundant from and including 30 December 2015 and who are listed at Schedule 4.

- 3.4 For the purposes of section 189(4)(a) TULR(C)A, the protected period began on 30 December 2015, which was the date on which the first of the dismissals to which the complaint related took effect;
 - 3.5 For the purposes of section 189(4)(b) TULR(C)A, the Tribunal determines that the length of the protected period is 35 days (5 weeks).
 - 3.6 Pursuant to section 190 TULR(C)A, LS Doors is ordered to pay a protective award of 5 weeks' gross pay to the Claimants listed at Schedule 4.
4. For the avoidance of doubt the award relates solely to those employees listed at Schedules 2, 3 and 4.

Other claims

5. In respect of all claims against LS Doors and L Interiors, all claims (save for the protective award claims above) are hereby dismissed upon withdrawal. For the avoidance of doubt, this includes (but is not limited to) claims in relation to:
- 5.1 Unfair dismissal;
 - 5.2 the Transfer of Undertakings (Protection of Employment) Regulations 2006;
 - 5.3 Redundancy payment;
 - 5.4 Notice pay;
 - 5.5 Holiday pay;
 - 5.6 Arrears of pay;
 - 5.7 Breach of contract;
 - 5.8 Other payments.
6. All claims against IDSL, UFDL and the Secretary of State are dismissed upon withdrawal.

Costs

7. There shall be no order requiring any party to pay or reimburse another party's costs or for the Respondents to reimburse any of the Claimants' fees. However, nothing within this Order shall prevent any Claimant from applying to the Ministry of Justice for repayment of any Employment Tribunal fees paid.

.....
Employment Judge Ahmed

Date: 8 December 2017

Judgment sent to the parties on
8/12/17.....

.....
For the Tribunal Office

SCHEDULE 1

The Parties have agreed as follows:

- 1 This Agreement relates only to the former employees of LS Doors as set out at Schedule 2 and Schedule 3 and the former employees of L Interiors as set out at Schedule 4.
- 2 The claims listed below shall be referred to in this Agreement as “the Claims”, and are the only claims which have been brought by the Claimants:
 - 2.1 Protective award;
 - 2.2 Unfair dismissal;
 - 2.3 Claims in relation to the Transfer of Undertakings (Protection of Employment) Regulations 2006;
 - 2.4 Redundancy payment;
 - 2.5 Notice pay;
 - 2.6 Holiday pay;
 - 2.7 Arrears of pay;
 - 2.8 Breach of contract;

2.9 Other payments

LS Doors

3 LS Doors proposed to dismiss as redundant 20 or more employees at each of the following three establishments:

3.1 Langley Mill (Nottingham);

3.2 Mansfield; and

3.3 Barnstaple, Gateshead and Willenhall (which constituted one establishment).

4 The redundancies were proposed to take place within a period of 90 days or less. LS Doors was therefore under a duty to consult appropriate representatives, pursuant to section 188 (1B) of the Trade Union and Labour Relations (Consolidation) Act 1992. In respect of the employees based at Langley Mill a number of the employees (including those listed at Schedule 2) were of a description of which an independent trade union (Unite) was recognised. In relation to those employees, LS Doors was therefore under a duty to consult with Unite, and did so.

5 In relation to the Claimants listed at Schedule 3, LS Doors was under a duty to consult with employee representatives elected by the affected employees, in an election satisfying the requirements of section 188A(1) of the Trade Union and Labour Relations (Consolidation) Act 1992.

6 LS Doors was placed into administration on 18 December 2015.

7 The parties agree that LS Doors undertook a limited collective consultation with Unite and employee representatives which was not fully compliant with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

8 The parties further agree that:

8.1 Consultation did not begin at least 30 days before the first of the dismissals took effect on 30 December 2015, contrary to section 188 (1A) of the Trade Union and Labour Relations (Consolidation) Act 1992.

8.2 The requirements for the election of employee representatives under section 188A were not fully complied with. Therefore, the Claimants set out at Schedule 3 are entitled to claim a protective award in their own capacity, pursuant to section 189 (1) (a).

9 Given the circumstances, including the financial situation of LS Doors, the protective award is by consent determined to be 8 weeks' gross pay in respect of those Claimants set out at Schedules 2 and 3.

L Interiors

- 10 L Interiors proposed to dismiss as redundant a number of employees at one establishment within a period of 90 days or less. It cannot be determined whether the number was fewer than 20 (as stated by L Interiors) or 20 or more (as stated by the Claimants at Schedule 4). In the event that the Claimants are correct, L Interiors was under a duty to consult appropriate representatives, pursuant to section 188 (1B) of the Trade Union and Labour Relations (Consolidation) Act 1992.
- 11 L Interiors was placed into administration on 18 December 2015.
- 12 In the event that the Claimants are correct, L Interiors was under a duty to consult with employee representatives elected by the affected employees, in an election satisfying the requirements of section 188A(1) of the Trade Union and Labour Relations (Consolidation) Act 1992.
- 13 The parties do not agree upon whether L Interiors was under such a duty. However, the parties agree that L Interiors did in fact undertake a limited collective consultation with employee representatives which was not fully compliant with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.
- 14 The parties further agree that:
- 14.1 Consultation did not begin at least 30 days before the first of the dismissals took effect on 30 December 2015, contrary to section 188 (1A) of the Trade Union and Labour Relations (Consolidation) Act 1992 (if it so applied).
- 14.2 The requirements for the election of employee representatives under section 188A (if it so applied) were not fully complied with. The Claimants set out at Schedule 4 are entitled to claim a protective award in their own capacity, pursuant to section 189 (1) (a).
- 15 Given the circumstances, including the financial situation of L Interiors, a protective award is ordered and the award is by consent determined to be 5 weeks' gross pay in respect of those Claimants set out at Schedule 4.

Agreement

- 16 Unite and the Claimants listed at Schedules 2, 3 and 4 accept the terms of this Agreement in full and final settlement of all legal proceedings, including but not limited to the specific matters raised in the Claims, and all other claims and rights of action (whether under contract, statute, common law, European law or otherwise) whether known or unknown to the parties, whether or not existing in fact or law, and whether or not they are or could be in the contemplation of the parties at the time of this Agreement, that the Claimants have now or may have in the future against the Respondents and / or their pension trustees, Joint Administrators and their staff,

directors, officers and employees (past and present) (the "Protected Parties") arising directly or indirectly from the Claimants' employment with LS Doors or its termination or otherwise.

- 17 This Agreement shall not apply to any claims which the Claimants may have for personal injury and / or accrued pension rights provided that each Claimant warrants that he / she is currently unaware of any circumstances and ought not reasonably to be aware of any circumstances that could give rise to a personal injury claim against the Respondents or any of the Protected Parties.
- 18 In entering into this Agreement, the Joint Administrators of LS Doors and L Interiors are acting as agent for or on behalf of LS Doors and L Interiors and neither they, their firm, members, partners, employees, advisers, representatives or agents shall incur any personal liability whatever in respect of any of the obligations of LS Doors and / or L Interiors or in respect of any failure on the part of LS Doors and / or L Interiors to observe, perform or comply with any such obligations or under or in relation to any associated arrangements or negotiations or under any other document or assurance.
- 19 For avoidance of doubt, nothing in this Agreement or Consent Order shall render the Joint Administrators of LS Doors and / or L Interiors liable to make any payment to any of the Claimants in respect of the Claims or otherwise as an expense of the administration.
- 20 Unite and the Claimants listed at Schedules 2, 3 and 4 warrant and undertake that he / she shall not, whether directly or indirectly, make, publish or otherwise communicate any disparaging, derogatory or critical statements, whether in writing or otherwise, concerning the Respondents or the Protected Parties.
- 21 Unite and the Claimants listed at Schedule 2, 3 and 4 warrant and undertake that he / she shall not make, whether directly or indirectly, any statement or comment to the press or other media concerning the Respondents or the Protected Parties or his / her employment with LS Doors or L Interiors or its termination or details of the Claims or this Agreement or the Consent Order without the prior written consent of the Administrators (who shall not unreasonably withhold such consent).
- 22 This Agreement constitutes the entire agreement between the parties and supersedes all previous agreements, arrangements and understandings between them relating to the Claimants' employment and its termination. In entering into this Agreement no party has relied on, either wholly or partly, or been induced to enter into this Agreement by any statement, representation, assurance or warranty made by or on behalf of another party (whether orally or in writing) other than as expressly set out in this Agreement. Other than in respect of fraudulent misrepresentation or their own wilful default, no party will be liable to another (in equity, contract or tort, under the Misrepresentation Act 1967 or in any other way) for a representation that is not expressly set out in this Agreement.

SCHEDULE 2
CLAIMANTS FORMERLY
EMPLOYED BY LS DOORS
FALLING WITHIN UNITE'S
BARGAINING UNIT

Represented by:		Case Number	Title	First Name	Surname	Job Title	Location
Derby Law Centre	1300788	Mr	Barry	Barker		Skilled Operative	Nott'm Manufacturing Direct
		Mr	James	Bishop		Skilled Operative	Nott'm Manufacturing Indirect
Derby Law Centre	1300791					Team Leader	Nott'm Manufacturing Indirect
Derby Law Centre	1300792	Mr	John	Bond		Production Manager	Nott'm Manufacturing Indirect
Derby Law Centre	1300793	Mr	Stephen	Bonsall		Supervisor	Nott'm Manufacturing Indirect
Derby Law Centre	1300794	Mrs	Theresa	Bonsall		Senior Operative	Nott'm Manufacturing Indirect
Derby Law Centre	1300795	Mr	Paul	Buckley		Senior Operative	Nott'm Manufacturing Indirect
Derby Law Centre	1300799	Mr	Nick	Carlin		Senior Operative	Nott'm Manufacturing Indirect

Derby Law Centre	1300807	Mr	Michael	Day	Material Planner	Nott'm Manufacturing Indirect
Derby Law Centre	1300814	Mr	Andrew	Eastwood	Manufacturing Operative	Nott'm Manufacturing Direct
Derby Law Centre	1300817					
Derby Law Centre	1300826	Mr	Anthony	Eley	Warehouse Operative	Nott'm Manufacturing Direct
Derby Law Centre		Miss	Kendal	Grieveson-Prance	Trainee Material Planner	Nott'm Manufacturing Indirect
Derby Law Centre	1300828	Mr	Simon	Hargreaves	Skilled Operative	Nott'm Manufacturing Direct
Derby Law Centre		Miss	Shelley	Hemsley	Engineering Systems	Nott'm Manufacturing
Derby Law Centre	1300830	Mr	Craig	Higgins	Coordinator	Manufacturing Indirect
Derby Law Centre	1300832				Manufacturing Operative	Nott'm Manufacturing Direct
Derby Law Centre	1300833	Mr	David	Hodgkinson	Wood Machinist	Nott'm Manufacturing Direct
Derby Law Centre	1300840	Mr	Martin	Kapusta	Skilled Operative	Nott'm Manufacturing Direct
Derby Law Centre	1300841	Mr	Gregory	Kent	Senior Planner	Nott'm Manufacturing Indirect

Derby Law Centre	1300848	Mr	Dean	Lester	Skilled Operative	Nott'm Manufacturing Direct
Derby Law Centre	1300852	Mr	Nicholas	Maciejewski	Senior Operative	Nott'm Manufacturing Indirect
Derby Law Centre	1300853	M	Paul	Maciejewski	Associate Contract	Nott'm Manufacturing Indirect
Derby Law Centre	1300854	Mr	Stuart	Mackenzie	Factory Manager	Nott'm Manufacturing Indirect
Derby Law Centre	1300855	Mr	Adrian	Marsh	Komfort Manufacturing Manager	Nott'm Manufacturing Indirect
Derby Law Centre	2601112 and 1300860					Nott'm Manufacturing Direct
Derby Law Centre	1300863	Mr	Colin	Meakin	Skilled Operative	Nott'm Manufacturing
Derby Law Centre		Mr	Philip	North	Labourer	Direct
Derby Law Centre	1300867	Mr	Nigel	Pearson	Skilled Operative	Nott'm Manufacturing Direct
Derby Law Centre	1300873	Mr	Shaun	Radford	Team Leader	Nott'm Manufacturing Indirect
Derby Law Centre	1300876	Mr	Matthew	Rogers	Skilled Operative	Nott'm Manufacturing Direct

Derby Law Centre	1300878	Mr	Anthony	Rowley	Warehouse Operative	Nott'm Manufacturing Indirect
Derby Law Centre	1300879	Mr	Clive	Rowley	Skilled Operative	Nott'm Manufacturing Indirect
Derby Law Centre	1300880	Mr	Robert	Ryan	Lead Technician	Nott'm Manufacturing Indirect
Derby Law Centre	1300883	Mr	Gary	Sanderson	Bench Joiner	Nott'm Manufacturing Direct
Derby Law Centre		Mrs	Cheryl	Spencer	Manufacturing Operative	Nott'm Manufacturing Direct
Derby Law Centre	1300886	Mr	Giles	Spencer	Supervisor	Nott'm Manufacturing Direct
Derby Law Centre	1300887					Nott'm Manufacturing Indirect
Derby Law Centre	1300890	Mr	Daren	Syson	Team Leader	Nott'm Manufacturing Indirect
Derby Law Centre	1300891	Mr	Alan	Thorpe	Skilled Operative	Nott'm Manufacturing Direct
Derby Law Centre	1300892	Mr	Stephen	Upton	Product Manager	Nott'm Manufacturing Indirect
Derby Law Centre	1300898	Mr	Kevin	Wheatley	Warehouse Operative	Nott'm Manufacturing Indirect

Derby Law Centre	1300899	Mrs	Kelly	Wheeler	Administrator	Nott'm Manufacturing Indirect
Derby Law Centre	1300902	Mr	Daryl	White	Technical Co-Ordinator	Nott'm Manufacturing Indirect
Derby Law Centre	1300906	Ms	Christine	Williams	Materials Controller	Nott'm Manufacturing Indirect
Derby Law Centre	1300910	Mr	Steven	Wright	Warehouse Operative	Nott'm Manufacturing Indirect

Simpson Solicitors - GMB	2601034	Mr	Andrew	Abbott	Skilled Operative	Nott'm Manufacturing Indirect
Simpson Solicitors - GMB	2601021	Mr	David	Bailey	Senior Operative	Nott'm Manufacturing Direct
Simpson Solicitors - GMB	2601030	Mr	Andrew	Bament	Manufacturing Operative	Nott'm Manufacturing Direct
Simpson Solicitors - GMB	2601031	Mr	Ian	Boot	Warehouse Supervisor	Nott'm Manufacturing Indirect
Simpson Solicitors - GMB	2601022	Mr	Arthur	Carr	Site Operative	Nott'm Manufacturing Indirect

Simpson Solicitors - GMB	2601023	Mr	Neil	Cook	Skilled Operative	Nott'm Manufacturing Direct
Simpson Solicitors - GMB	2601024	Mr	John	Flint	Semi Skilled Operative	Nott'm Manufacturing Direct
Simpson Solicitors - GMB	2601026	Mr	Graham	Mousley	Warehouse Operative	Nott'm Manufacturing Indirect
Simpson Solicitors - GMB	2601029	Mr	Adrian	Wood	Senior Operative	Nott'm Manufacturing Direct

		Mr	Richard	Babnic	Manufacturing Operative	Nott'm Manufacturing Direct
		Mr	David	Biggs	Semi Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite		Mr	Michael	Bowmer	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601149	Mr	Julian	Bradley	Semi Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601175					
Thompsons - Unite	2601169	Mr	Mark	Brailsford	Senior Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601076					
Thompsons - Unite	2601074					

		Mr Andrew	Briggs	Site Operative	Nott'm Manufacturing Indirect
		Mr Robertas	Budreckis	Manufacturing Operative	Nott'm Manufacturing Direct
Thompsons - Unite		Mr Samuel	Byrne	Manufacturing Operative	Nott'm Manufacturing Direct
Thompsons - Unite		Mr Kevin	Cantrill	Senior Operative	Nott'm Manufacturing Direct
Thompsons - Unite		Mr Dean	Carr	Process Engineer	Nott'm Manufacturing Indirect
Thompsons - Unite		Mr Alan	Caurah	Senior Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601163				
Thompsons - Unite	2601077				
Thompsons - Unite	2601164	Mr Dale	Colebourne	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601078				
Thompsons - Unite	2601063	Mr Mark	Cooper	Senior Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601080				
Thompsons - Unite	2601081				
Thompsons - Unite	2601082	Mr Simon	Craig	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601155				
Thompsons - Unite	2601158				
Thompsons - Unite	2601083	Mr Patrick	Cunningham	Goods In Operative	Nott'm Manufacturing Indirect
Thompsons - Unite	2601084				
Thompsons - Unite	2601128				

		Mr Daniel	Daubney	Manufacturing Operative	Nott'm Manufacturing Direct
		Mr Alan	Davis	Labourer	Nott'm Manufacturing Direct
		Mr Ross	Davis	Skilled Operative	Nott'm Manufacturing Direct
		Mr Christopher	Day	Toolroom Operative	Nott'm Manufacturing Direct
		Mr Benito	Dumont Mayans	Manufacturing Operative	Nott'm Manufacturing Direct
Thompsons - Unite		Mr Lucjan	Durakowski	Site Operative	Nott'm Manufacturing Indirect
Thompsons - Unite		Mr Brian	Edge	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601085				
Thompsons - Unite	2601086				
Thompsons - Unite	2601171	Mr Paul	Eyre	Skilled Operative	Nott'm Manufacturing Indirect
Thompsons - Unite	2601087				
Thompsons - Unite	2601172				

Thompsons - Unite	2601088	Mr Raymond	Fletcher	Senior Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601090	Mr Peter	Fowler	Senior Operative	Nott'm Manufacturing Direct

Thompsons - Unite	2601091	Mr Franc	Gaidukevic	Manufacturing Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601092	Mr Juraj	Gajdosik	Manufacturing Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601153	Mr Patryk	Glazewski	Manufacturing Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601174	Mr Darren	Hague	Semi Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601093	Mr Kevin	Hallam	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601094				
Thompsons - Unite	2601095	Mr Carl	Haney	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite		Mr Gerald	Hardy	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601096	Mr Mark	Harris	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601097	Mr Alan	Harrison	Senior Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601098	Mr Steven	Haynes	Semi Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite					Nott'm Manufacturing Direct
Thompsons - Unite	2601099	Mr Ben	Hinds	Skilled Operative	Nott'm Manufacturing Direct

Thompsons - Unite	2601100	Mr	Jonathan	Horridge	Boiler Operative	Nott'm Manufacturing Indirect
Thompsons - Unite	2601101	Mr	Jordan	Hurst	Joiner	Nott'm Manufacturing Direct
Thompsons - Unite	2601102	Mr	Robert	Irving	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601194	Mr	Paul	Judson	Senior Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601104	Mr	Martyn	Kent	Bench Joiner	Nott'm Manufacturing Direct
Thompsons - Unite	2601105	Mr	Joseph	Kirk	Quality Administrator/Inspector	Nott'm Manufacturing Indirect
Thompsons - Unite	2601106	Mr	Joe	Knighton	Site Planner	Nott'm Manufacturing Indirect
Thompsons - Unite	2601107	Mr	Glenn	Lathall	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601108					
Thompsons - Unite		Mr	Dean	Lindley	Glazing Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601109			Lippiatt		
Thompsons - Unite	2601110	Mr	Matthew	Madeley	CNC Operative	
Thompsons - Unite		Mr	David	Mason-	Senior Operative	Nott'm
Thompsons - Unite	2601111	Mr	Darren	Barrett	Senior Operative	Manufacturing Direct

						Nott'm Manufacturing Direct
						Nott'm Manufacturing Direct
Thompsons - Unite	2601113	Mr	Kye	Morton	Manufacturing Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601167	Mr	Carl	Mosley	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601114	Mr	Andrew	Murray	Supervisor	Nott'm Manufacturing Indirect
Thompsons - Unite	2601115	Mr	Robert	Neale	Skilled Operative	Nott'm Manufacturing Direct

Thompsons - Unite	2601116	Mr	Richard	Newham	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601117	Mr	Adrian	Nicholls	Skilled Operative	Nott'm Manufacturing Indirect
Thompsons - Unite	2601150	Mr	Carva	Noon	Wood Machinist	Nott'm Manufacturing Direct
Thompsons - Unite	2601118	Mr	James	O'connor	Skilled Operative	Nott'm Manufacturing Indirect

Thompsons - Unite	2601119	Mr	Darren	Parker	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601120	Mr	Martin	Parkins	Manufacturing Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601122	Mr	Marshall	Price	Senior Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601127					
Thompsons - Unite	2601165	Mr	Martin	Priest	Manufacturing Operative	Nott'm Manufacturing Direct
Thompsons - Unite		Mr	Martin	Reeve	Site Services Lead	Nott'm Manufacturing Indirect
Thompsons - Unite	2601129	Mr	Paul	Roe	Senior Operative	Nott'm Manufacturing Indirect
Thompsons - Unite	2601130	Mr	David	Rowley	Senior Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601131	Mr	Damon	Salt	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601157	Mr	Michael	Saxton	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601132	Mr	Martyn	Shaw	Skilled Operative	Nott'm Manufacturing Indirect

Thompsons - Unite	2601133	Mr	Adrian	Sheridan	Manufacturing Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601134	Mr	Michael	Sisson	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601135	Mr	Jason	Smith	UV Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601136	Mr	James	Southwell	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601152	Mr	Daniel	Stocks	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601137	Mr	Alan	Swindell	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601138	Mr	Przemyslaw	Terebinski	Manufacturing Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601139					
		Mr	Darren	Thorne	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601162	Mr	Ian	Wallace	Manufacturing Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601140	Mr	Luke	Wardle	Operative	
		Mr	David	Webster	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601141				Skilled Operative	Nott'm Manufacturing Direct

						Nott'm Manufacturing Direct
Thompsons - Unite	2601161	Mr	Joshua	Webster	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601151	Mr	Peter	Wharton	Semi Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601142	Mr	James	Whitlam	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601143	Mr	Michal	Wieczorek	Wood Machinist	Nott'm Manufacturing Direct
Thompsons - Unite	2601144	Mr	Steven	Williams	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601146	Mr	Andrew	Wilson	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601147	Mr	William	Wright	Skilled Operative	Nott'm Manufacturing Direct
Thompsons - Unite	2601148	Mr	Jamie	Wyles	Manufacturing Operative	Nott'm Manufacturing Direct

SCHEDULE 3

CLAIMANTS FORMERLY EMPLOYED BY LS DOORS NOT FALLING WITHIN UNITE'S BARGAINING UNIT

Derby Law Centre	1300784	Mr	Lee	Ackland	Project Manager	Barnstaple Commercial
Derby Law Centre	1300790	Mr	Roy	Berry	Cost Planner	Barnstaple Commercial
Derby Law Centre	1300804	Mr	Michael	Curtis	Sales Associate	Barnstaple Commercial
Derby Law Centre	1300808	Miss	Kimberley	Dennis	Sales Co-Ordinator	Barnstaple Commercial
Derby Law Centre	1300820	Mr	Martyn	Fennell	Major Projects Director	Barnstaple Commercial
Derby Law Centre	1300847	Mr	George	Lane	Cost Planner	Barnstaple Commercial
Derby Law Centre	1300849	Mr	Mark	Lobb	Project Manager	Barnstaple Commercial

Derby Law Centre	1300858	Mr	Ian	Martin	Internal Sales Manager	Barnstaple Commercial
Derby Law Centre	1300868	Mr	Mark	Pedler	Project Manager	Barnstaple Commercial
Derby Law Centre	1300870	Mr	Marcus	Porche	Regional Sales Director	Barnstaple Commercial
Derby Law Centre	1300871	Mr	Douglas	Powell	Estimator	Barnstaple Commercial
Derby Law Centre	1300872	Mr	Robert	Price	CAD/ CAM Technician	Barnstaple Commercial
Derby Law Centre	1300893	Mr	Alan	Vanstone	Project Manager	Barnstaple Commercial
Derby Law Centre	1300806	Mrs	Jacqueline	Davis-Chaffey	Komfort Coordinator	Barnstaple Support
Derby Law Centre	1300845	Miss	Cheryl	Lamb	Sales Estimator	Gateshead Commercial
Derby Law Centre	1300846	Mr	John	Lambert	Regional Sales Manager	Gateshead Commercial
Derby Law Centre	1300783	Mr	Adam	Beecroft	Programme Manager	Mansfield Commercial
Derby Law Centre	1300802	Mr	Neil	Clarkstone	Contracts Coordinator	Mansfield Commercial

Derby Law Centre	1300816	Mr	Ben	Eggleshaw	Project Manager	Mansfield Commercial
Derby Law Centre	1300827	Miss	Jenna	Halford	Marketing Co-Ordinator	Mansfield Commercial
Derby Law Centre					Head of Marketing and Product Development	Mansfield Commercial
Derby Law Centre	1300836	Mr	Stephen	Hutsby	Marketing	Mansfield Commercial
Derby Law Centre	1300861	Mr	Richard	Moss	Co-Ordinator	Commercial

Derby Law Centre	1300908	Mr	Craig	Wragg	Systems IT Engineer	Mansfield Support
Derby Law Centre	1300787	Mrs	Beverley	Banton	Scheduler	Nott'm Commercial
Derby Law Centre	1300796	Mrs	Samantha	Butler	Sales Associate	Nott'm Commercial
Derby Law Centre	1300797	Mr	Phil	Calzetti	Commercial Support Director	Nott'm Commercial
Derby Law Centre	1300798	Mrs	Rachel	Calzetti	Administrator	Nott'm Commercial
Derby Law Centre	1300800	Mr	Christopher	Chambers	Commercial Training Manager	Nott'm Commercial
Derby Law Centre	1300801 1300803	Miss	Helen	Chatfield	Customer Services Controller	Nott'm Commercial
Derby Law Centre	1300812	Mr	William	Cole	Scheduler	Nott'm Commercial

Derby Law Centre		Miss Ashley Earle	Trainee Estimator	Nott'm Commercial
Derby Law Centre				
Derby Law Centre	1300813	Mr James East	Scheduler	Nott'm Commercial
Derby Law Centre	1300819	Mr Andy Fahy	Project Manager	Nott'm Commercial
Derby Law Centre		Miss Annamaria Gabrielli	Scheduler	Nott'm Commercial
Derby Law Centre	1300822			Nott'm Commercial
Derby Law Centre	1300825	Mr Andrew Gregson	Scheduling Manager	Nott'm Commercial
Derby Law Centre	1300829	Miss Calandra Hatton	Trainee Estimator	Nott'm Commercial
Derby Law Centre	1300831	Mrs Joanne Hemstock	Contracts Coordinator	Nott'm Commercial
Derby Law Centre	1300837	Miss Anne-Marie James	BIM Technician	Nott'm Commercial
Derby Law Centre	1300838	Mr David Johnston	Scheduler	Nott'm Commercial
Derby Law Centre	1300842	Mr Brian Kerry	Scheduler	Nott'm Commercial

Derby Law Centre	1300843	Mr	Christopher King		Scheduler	Nott'm Commercial
Derby Law Centre	1300844	Mrs	Michelle Knighton		Estimator	Nott'm Commercial
Derby Law Centre		Ms	Andrea Waddley (nee Loynes)		Scheduler/Estimator	Nott'm Commercial
Derby Law Centre	1300895	Mr	Sean Marshall		Estimator	Nott'm Commercial
Derby Law Centre	1300856					Nott'm Commercial
Derby Law Centre	1300857	Mr	Glyn Martin		Planner	Nott'm Commercial
Derby Law Centre	1300862	Mr	Robert Mundell		Estimator	Nott'm Commercial
Derby Law Centre	1300864	Mr	Stephen Pearce		Area Sales Manager	Nott'm Commercial
Derby Law Centre	1300865	Mr	David Pearson		Programme Manager	Nott'm Commercial
Derby Law Centre	1300874	Mr	Steve Raven		Commercial Services Team Leader	Nott'm Commercial
Derby Law Centre	1300877	Mr	Peter Rowberry		Scheduler	Nott'm Commercial
Derby Law Centre	1300881	Mr	Guy Salmons		Project Scheduler	Nott'm Commercial

Derby Law Centre	1300884	Mr	Jake	Smith	Scheduler	Nott'm Commercial
Derby Law Centre	1300885	Mr	Martin	Smith	Scheduler	Nott'm Commercial
Derby Law Centre	1300888	Ms	Debbie	Stanton	Contracts Coordinator	Nott'm Commercial
Derby Law Centre	1300889	Mrs	Heather	Stocks	Administrator/ Estimator	Nott'm Commercial
Derby Law Centre	1300894	Mr	Russell	Varley	Estimator	Nott'm Commercial
Derby Law Centre	1300903	Mr	Alan	Whitehead	Scheduler	Nott'm Commercial
Derby Law Centre	1300904	Miss	Kim-Marie	Wild	Scheduler	Nott'm Commercial
Derby Law Centre	1300907	Mr	Kerry	Wilson	Assistant Manager	Nott'm Commercial
Derby Law Centre		Mr	Paul	Dilks	Supply Chain Manager	Nott'm Support
Derby Law Centre		Mr	Stephen	Downey	Operations Director	Nott'm Support
Derby Law Centre	1300809					Nott'm Support
Derby Law Centre	1300810					
Derby Law Centre	1300811	Mr	John	Drury	Systems Developer	Nott'm Support

Derby Law Centre	1300821	Mr	Ian	Fisher	Senior Purchase Ledger Administrator	Nott'm Support
Derby Law Centre	1300824	Ms	Molly	Green	Accountant	Nott'm Support
Derby Law Centre	1300834	Mr	Samuel	Horridge	Systems Analyst	Nott'm Support
Derby Law Centre	1300839	Mr	Karl	Jones	HSE Coordinator Midlands	Nott'm Support
Derby Law Centre	1300850	Mr	Peter	Locker	Senior Project Accountant	Nott'm Support
Derby Law Centre	1300851	Mrs	Julie	Louth	Administrator	Nott'm Support
Derby Law Centre	1300866	Mr	Gordon	Pearson	Site Services Coordinator	Nott'm Support
Derby Law Centre	1300875	Mr	Patrick	Redmond	Cost Planner	Nott'm Support
Derby Law Centre	1300896	Mr	Gary	Waller	Head of Business Support	Nott'm Support
Derby Law Centre	1300900	Mr	Paul	Wheeler	Head of IT and Business Systems	Nott'm Support
Derby Law Centre		Mrs	Lesley	Wright	Receptionist/PA	Nott'm Support
Derby Law Centre	1300909	Mr	Gareth	Evans	Customer Service Director	Nott'm Support

Derby
Law
Centre 1300818

Willenhall
Support

Thompsons 2601173 Mr Dru Ashall CNC Operative Mansfield

						Manufacturing Direct
Thompsons	2601145	Mr	Mark	Williamson	Manufacturing Operative	Mansfield Manufacturing Direct

Thompsons	2601079	Mr	Lee	Castledine	Scheduler	Nott'm Support
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Simpson Solicitors	2601010	Mr	Lucasz	Budka	Team Leader Manufacturing Operative	Mansfield Manufacturing Direct
Simpson Solicitors	2601013	Mr	Anthony	Glover		Mansfield Manufacturing Direct
Simpson Solicitors	2601014	Mr	Slawomir	Gora	Manufacturing Operative	Mansfield Manufacturing Direct
Simpson Solicitors	2601016	Mr	Stanislaw	Kozlowski	Manufacturing Operative	Mansfield Manufacturing Direct
Simpson Solicitors	2601018	Mr	Robert	Serek	Manufacturing Operative	Mansfield Manufacturing Direct
Simpson Solicitors	2601019	Mr	Rafal	Szymanski	Manufacturing Operative Apprentice	Mansfield Manufacturing Direct
Simpson Solicitors	2601032	Mr	Alex	Jacks		Mansfield Manufacturing Direct Nottingham

SCHEDULE 4
CLAIMANTS FORMERLY EMPLOYED BY L
INTERIORS

Surname First
name

Hubbard Nicholas

Phillips Michelle

Vandra Gurpreet

Ward Cheriene