



Employment Rights Act 1996

1996 CHAPTER 18

PART X

UNFAIR DISMISSAL

CHAPTER I

RIGHT NOT TO BE UNFAIRLY DISMISSED

Other dismissals

[^{F1}104C Flexible working

An employee who is dismissed shall be regarded for the purposes of this Part as unfairly dismissed if the reason (or, if more than one, the principal reason) for the dismissal is that the employee—

- (a) made (or proposed to make) an application under section 80F,
- ^{F2}(b)
- (c) brought proceedings against the employer under section 80H, or
- (d) alleged the existence of any circumstance which would constitute a ground for bringing such proceedings.]

Textual Amendments

- F1** S. 104C inserted (6.4.2003) by [Employment Act 2002 \(c. 22\), s. 47\(4\)](#); S.I. 2002/2866, [art. 2\(3\)](#), Sch. 1 Pt. 3
- F2** S. 104C(1)(b) repealed (30.6.2014) by [Children and Families Act 2014 \(c. 6\), ss. 132\(5\)\(e\), 139\(6\)](#); S.I. 2014/1640, [art. 3\(1\)\(l\)](#) (with [art. 10](#))

Status:

Point in time view as at 30/06/2014.

Changes to legislation:

Employment Rights Act 1996, Section 104C is up to date with all changes known to be in force on or before 11 June 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations.