

Unfair Dismissal Letter To Employer

[Your Name]

[Your Address]

[City, State, ZIP Code]

[Email Address]

[Phone Number]

[Date]

[Employer's Name]

[Company Name]

[Company Address]

[City, State, ZIP Code]

Subject: Unfair Dismissal and Breach of Employment Contract

Dear [Employer's Name],

I am writing this letter to formally express my deep concern and disappointment regarding my recent dismissal from my position at [Company Name]. I believe that my termination was unjust and in violation of the terms outlined in my employment contract. I am left with no choice but to address this matter and seek appropriate resolution.

It is with great regret that I must assert that my dismissal appears to be a result of unfair treatment and possibly a breach of the terms and conditions of my employment, which were agreed upon when I joined the company. To elaborate on my concerns:

1. **Lack of Proper Procedure:** My termination occurred abruptly and without prior warning or adherence to the established company procedures for disciplinary actions or termination. This disregard for the proper process has left me deeply puzzled and concerned about the fairness of my dismissal.
2. **Inadequate Grounds:** The reasons cited for my dismissal are not supported by my work performance and achievements during my tenure with the company. I have consistently met and, in

several instances, exceeded the goals and expectations set by my superiors.

3. **Unequal Treatment:** I have learned that similar situations involving other employees have been addressed more leniently, which raises concerns about equitable treatment within the company. This uneven application of policies and consequences is deeply troubling and suggests potential discrimination.

4. **Breach of Contract:** I refer you to Section [X] of my employment contract, which clearly outlines the terms and conditions for termination. Based on my understanding of these terms, my dismissal was not warranted and constitutes a breach of our agreed-upon contract.

In light of the aforementioned points, I kindly request the following actions to be taken:

1. **Immediate Reevaluation:** I request that my dismissal be reviewed in a fair and unbiased manner. I am open to any constructive feedback and am willing to engage in a productive dialogue to address any concerns you may have.

2. **Compensation:** If it is determined that my dismissal was indeed unjust, I expect to be reinstated in my previous position with full pay and benefits for the period of my absence.

3. **Resolution:** I am willing to work towards an amicable resolution that takes into account the interests of both parties. This could involve mediation, consultation with a neutral third party, or any other method that ensures a fair and just outcome.

I believe that it is in the best interest of both parties to address this matter promptly and professionally. I value the time I have spent at [Company Name] and the relationships I have built with my colleagues, and I am committed to finding a solution that upholds the integrity of the company and respects the rights of its employees.

I kindly request a response to this letter within [reasonable time frame, e.g., 10 business days] to initiate the process of resolving this matter. I am available for further discussion and clarification at your convenience.

Thank you for your prompt attention to this matter. I hope that we can work together to reach a resolution that is fair and just.

Sincerely,

[Your Name]

[Your Employee ID, if applicable]

[Signature (if sending a physical copy)]

Enclosures: [List any documents you are including with the letter, if applicable]