

Our Reference: 00054248  
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GS/JF

**GMB**

SCOTLAND

20 November 2018

Mr P Gregson  
27 Riversdale Grove  
EDINBURGH  
Midlothian  
EH12 5QS

Dear Mr Gregson

Disciplinary Hearing Under GMB Rules and Procedures  
Thursday 6 December 2018, 11am  
STUC Offices, 333 Woodlands Road, Glasgow G3 6NG  
SWC Room, 2<sup>nd</sup> Floor

You were recently advised of a disciplinary investigation into yourself. It seems apparent that you are indeed responsible for posting materials online that are anti-Semitic in nature including a petition that deems the State of Israel to be a racist endeavour. The alleged anti-Semitic comments were set out by me in my letter to you of 6 November 2018.

It also appears to be the case that you have opposed the International Holocaust Remembrance Association (IHRA) definition of anti-Semitism. Moreover, you have continued to oppose IHRA despite being aware it is GMB policy and contrary to my letter of 5 November 2018, advising you to "cease and desist" with the course of action you were following.

As per my letter to you of 7 November 2018, it is my contention that not content with promoting anti-Semitic views and failing to adhere to GMB policy you chose to contact people outside our union about the investigation into yourself. By contacting people outside GMB about an internal investigation you conducted yourself in a manner which was contrary to the best interests of the union. On 9 November I had further cause to write to you about material you posted on the National newspaper website deliberately targeting a young Jewish female Organiser.

In the circumstances you are now invited to a formal disciplinary hearing where the Scottish Committee will hear evidence presented against you under Rule 5.4 and Rule 43.3. I will be presenting the case against you.

**GMB SCOTLAND - EXPERTS IN THE WORLD OF WORK**

Scottish Secretary: Gary Smith  
Fountain House, 1/3 Woodside Crescent, Charing Cross, Glasgow G3 7UJ  
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At the hearing you will be able to present any evidence in writing or orally in person. You are entitled to be represented at the hearing by a fully financial member of GMB Scotland. You cannot be represented by anyone who has been employed by the union in the last 5 years or who is in receipt of a pension from GMB.

I am also obliged to draw your attention to Rule 5.8. Please familiarise yourself with Rule 5.8 which in essence confirms your right to hear the evidence against you; present your case and to support any case you wish to present using written statements or witnesses.

GMB Scotland will meet any expenses you incur associated with your attendance at the hearing.

Attached are copies of material that may be cited by me at the disciplinary hearing.

Yours sincerely



**GARY SMITH**  
**GMB SCOTLAND SECRETARY**

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