

GS/LHC

21st December 2018

Mr P Gregson
27 Riversdale Grove
EDINBURGH
EH12 5QS

Dear Mr Gregson,

I am writing with the outcome of the recent disciplinary hearing.

GMB Scotland would never seek to suppress legitimate debate including over Policy. There is however process and procedures for debating policy and there are standards of conduct we would expect to be adhered to in prosecuting any debate. It is the view of the Committee that you did not adhere to the standards we would expect in taking forward any point for debate.

You should be advised that the Committee does find the materials you have written and promoted as being anti-Semitic in nature, not least accusing Israel of inventing or exaggerating the holocaust. For our Union holocaust denial or claiming the holocaust was exaggerated is simply unacceptable.

The Committee also believe that in line with the statement of case presented against you, you did clearly breach union rules as below:

Rule 43.3 - because you failed to follow the decisions and policies set out by the governing authorities of the union.

Rule 35.13 - by making our business known to unauthorised organisations and the media without prior approval. It is also clear you have put out circulars and materials without the appropriate approval.

Rule 5.4 - in that you have acted against the best interests of GMB, you have acted against Policy and we believe your anti-Semitic comments are racist in nature.

The Committee also felt it appropriate to reference the targeted attacks you have made on a young female employee of the Union. Your behaviour towards the employee is utterly unacceptable and frankly sinister. Employees of the Union have a right to do their job without being the subject of targeted attacks upon them. Your targeted attacks on an Organiser are in breach of Rule 5.4 too.

If those individuals and Organisations who have given supportive statements on your behalf were fully aware of the case against you, including about your targeted attack on a young woman, they may not have been so forthcoming in support for yourself.

GMB SCOTLAND - EXPERTS IN THE WORLD OF WORK

Scottish Secretary: Gary Smith
Fountain House, 1/3 Woodside Crescent, Charing Cross, Glasgow G3 7UJ
Tel: 0141 332 8641/9501 Fax: 0141 332 4491
www.gmbScotland.org

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For the reasons set out above, the Committee is suspending you from any benefit derived from Union membership participating in the business and affairs of the union, or holding any office.

Furthermore, the Committee will be recommending to the Central Executive Council that you are permanently excluded from the union.

The Committee believes your conduct has brought the Union into disrepute and we do not believe you are an appropriate person to be a member of our Union.

If you are unhappy with the decision of the Committee, you can appeal to the General Secretary under Rule 5.6 within 1 month of receipt of this letter.

Your sincerely

A handwritten signature in dark ink, appearing to read 'Jim Lennox', written in a cursive style.

Jim Lennox
GMB Scotland President