

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.

You finish by describing Rhea Wolfson in this piece as a "raving Zionist". On more than one occasion you actually refer to Rhea Wolfson as a raving Zionist. In another article on 21 November you say that Rhea Wolfson is an "Ambitious Zionist Zealot" and you go on to misrepresent the Glasgow Women's Strike organised by Rhea Wolfson before describing her as a "liability".

On 7 December you said of Rhea Wolfson "Rhea is both a Jew and a Zionist. As a Jew I love her; as a Zionist I despise her". Despite being categorically told Rhea Wolfson was not a source in the case against you, you have asked her to appear as a witness at your hearing. You said in an email of 3 December "might she not speak on her own behalf and bear witness against me and made available for cross examination.

Finally, in a post dated 4 November you said in adopting the IHRA working definition, GMB is totally supporting a racist regime. "GMB are indirectly supporting apartheid". This in itself is anti-Semitic under the IHRA working definition.

It is also very clearly in breach of Rule 5.4, acting against the policy of the union against the best interests of the union, Rule 43.3 because as a shop steward you are failing to follow the policy of the union.

In conclusion I will argue that your conduct is on several counts in breach of Rule 5.4, Rules 35.13 and 43.3. Targeting a young female. It is my contention that the reason you have targeted Rhea Wolfson in the way you have is because she is Jewish. Your behaviour towards Rhea Wolfson is deeply disturbing, sinister and anti-Semitic. In behaving in the way you have over Rhea Wolfson you are clearly in breach of the ethics and values of GMB as well as Rule 5.4 because your actions amount to making "defamatory or abusive comments against an official". In misrepresenting the Glasgow Women's Strike in the manner in which you have and your description of Rhea Wolfson a leading player in the strike as a "liability" it is also in my view evidence of misogyny on your part.

Targeting a Jewish organiser in the way you have is not only sinister and anti-Semitic, it is literally incompatible with GMB membership. Your behaviour betrays misogynistic intent too. You have breached the rules of our union, attacked an employee in the most disgraceful way and brought our union into disrepute.

I hope this letter clarifies the position and will assist in formulating your response. Any questions will need to specifically address the issues relating to the breaching of the aforementioned rules and your conduct. There will be no "witnesses" or debate over union policy on the IHRA working definition of anti-Semitism or indeed any other policy matter allowed. For the avoidance of doubt the purpose of my investigation and of the hearing that is to be held is to determine whether or not your behaviour permits you to continue as a member of our union, not to debate the policies of the union.

Yours sincerely



GARY SMITH
GMB SCOTLAND SECRETARY

On 9 November 2018 an article appeared in the National newspaper about the disciplinary process involving yourself. I understand that you placed this story with the media. You certainly have encouraged "supporters" to generate publicity around what is an internal GMB matter. In an email of 7 November 2018 from you the headline reads "Help me publicise what is happening at GMB". In the email it states "and if you want to know of journalists that might run this story I will be able to give you their contact details". It is clear from these emails and actions that you have acted against what you know to be union policy because I had advised you that this was the case. You are, I will contend, guilty of trying to harm the union and you have acted against the best interests of GMB. All of the above put you in clear breach of Rule 5.4.

Your actions in contacting outside unauthorised organisations and the media are also a clear breach of Rule 35.13. Moreover, also in breach you have made our business known to outside parties. Under Rule 35.13 it is very clear that you should not be sending out addresses and circulars in the way you have without prior approval from Scottish Council, Scottish Committee or Central Executive Council. Apart from sending out addresses and circulars to parties outside GMB Scotland, you have also sent unsolicited correspondence by email to GMB employees, GMB activists and GMB branches in Scotland as well as across the UK.

In following the course of action you have, you have failed to follow the decisions and policies set out by the governing authorities of the union.

In addition to the above, in an email of 3 December 2018 you admit that you are guilty of "Accusing Israel as a state of inventing or exaggerating the Holocaust". This I believe makes you a Holocaust denier and in breach of the IHRA working definition of anti-Semitism. Very concerning for us as a union, and employer, in the course of what I contend to be propagating anti-Semitic rhetoric you have made a direct attack on one of our employees. The employee in question is a young female Jewish organiser, Rhea Wolfson. On the National newspaper website on 9 November you clearly left a link on the comments page attacking an employee.

Rhea Wolfson has never been involved in the case against you in any way. It is clear that you have singled out Rhea as your "nemesis" for the reason that she is a Jewish woman. In your brief "My GMB Grief: Rhea Wolfson" you state that Rhea Wolfson "had persuaded GMB to act against him" (ie you) and this is utterly without foundation.

You describe Rhea Wolfson as an "avowed Zionist", having never met her. You in the same document say "how strange a grip the Zionists have on Labour", again this plays to an old trope about Jewish people and falls foul of the IHRA EU Monitoring Centre for Racism and Xenophobia definition of anti-Semitism. It is clear you imply that Rhea Wolfson is part of the controlling Zionists in Labour.

Again in the "My GMB Grief: Rhea Wolfson" piece you state "just found out who's behind my problems. It's Rhea Wolfson....". As per the above this is utterly untrue and of course what you assume has occurred is that it must be Rhea Wolfson who is behind your problems because she is a Jewish organiser employed by the union.

You also say in the same article referring to Rhea Wolfson "it becomes clear how obsessed she is with rooting out supposed anti-Semites". This in part refers to a then member of the SNP, a blogger who in a very sinister manner trolled Rhea Wolfson with vile anti-Semitic abuse. The SNP member in question and that you refer to isn't a supposed anti-Semite, they have been expelled from the SNP for anti-Semitism against Rhea Wolfson. In a very sinister way you also say in reference to Rhea Wolfson "there's much more juicy stuff on her twitter feed.... which is littered with GMB stuff. And this very juicy one where she accuses an SNP guy of anti-Semitism".

Our Reference: 00054798
GS/JF

13 December 2018

Mr P Gregson
27 Riversdale Grove
EDINBURGH
EH12 5QS

Dear Mr Gregson

There have been a number of pieces of correspondence between us since the investigatory process relating to yourself was started. It is also my view that since we began the formal process relating to yourself, you have continued to send out anti-Semitic materials and breach the rules of the Union. Under the circumstances I thought it appropriate to set out the main statements of the case that will be presented the disciplinary next week. This letter is not exhaustive or a definitive position, but I think in the interests of fairness it should help you understand the case against you.

On 2 November 2018, you were advised of an investigation into whether you had indulged in anti-Semitic activities and promoted views that are anti-Semitic.

On 5 November 2018, you were asked to cease and desist promoting anti-Semitic material. You were advised that promoting anti-Semitic material whilst identifying yourself as a GMB shop steward is in contravention of rule because GMB has a clear policy of support for the International Holocaust Remembrance Association (IHRA) working definition of anti-Semitism. Unfortunately, you continued to promote anti-Semitic views and indeed campaigned against the union's position of opposition to anti-Semitism.

On 6 November 2018, I wrote to you outlining that what you were posting online was anti-Semitic and that it ran contrary to the aims and ethos of our union.

In addition to the allegations of anti-Semitism set out in my letter of 6 November 2018, you have subsequently posted materials online headlined Sewage Sunday; you stated "Why have union leaders let Netanyahu re-write their rule book to suit Israel's needs. The fact is that Israeli state concocted the IHRA definition with US support". This in itself is in my view anti-Semitic, playing to old tropes about Jewish people as it suggests all-powerful Jews manipulating and dictating to trade unions and to the United States. As I will point out at the hearing whilst we refer to the definition of anti-Semitism set out by IHRA, the actual origins of the IHRA working definition is in the EU Monitoring Centre on Racism and Xenophobia, now the European Fundamental Rights Agency, which continues to use the definition in its work monitoring the persistent problem of anti-Semitism across Europe. It is my contention that you have repeatedly propagated anti-Semitic views and, in line with GMB policy, the basis for this contention is the IHRA working definition of anti-Semitism.

-2-

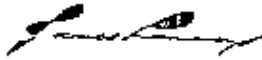
For the reasons set out above, the Committee is suspending you from any benefit derived from Union membership participating in the business and affairs of the union, or holding any office.

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



Jim Lennox
GMB Scotland President

Our Reference: 00053998
GS/JF
222003F

SCOTLAND

2 November 2018

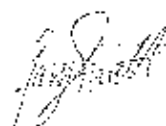
Mr P Gregson
27 Riversdale Grove
EDINBURGH
Midlothian
EH12 5QS

Dear Mr Gregson

I am writing to advise you that I am investigating as to whether you have indulged in activities and/or have promoted views that are anti-Semitic. The Scottish Committee of the union will be convened to consider taking action against you in line with Rule 5 of the unions rule book.

Anti-Semitism is vile and totally at odds with the values of GMB and this issue is being taken very seriously by our union.

Yours sincerely



GARY SMITH
GMB SCOTLAND SECRETARY

GMB SCOTLAND - EXPERTS IN THE WORLD OF WORK

Scottish Secretary, Gary Smith
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**UNIONLINE
SCOTLAND**

YOUR TRADE UNION LAW FIRM

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From: "Peter Gregson" <postmaster@roseburn32.plus.com>
To: <scotland@gmb.org.uk>, <info@gmbScotland.org.uk>
Cc: <info@gmb.org.uk>, <sarah.owen@gmb.org.uk>, <cath.speight@gmb.org.uk>, "Andrew McDonald" <Andrew.McDonald@gmbactivist.org.uk>, <sandie.rowlands@gmb.org.uk>, <annette.drylie@gmb.org.uk>, "Karen Leonard" <KL.Leonard@gmb.org.uk>

Date: Sunday, November 04, 2018 21:18
Subject: FAO Gary Smith ; Anti-Semitism accusations against me

History: ♦ This message has been forwarded.

Dear Gary Smith,

I received the attached from you today, an accusation that I am indulging in anti-Semitic activities, presumably on account of my petition at <https://www.change.org/p/to-chair-of-labour-s-nec-andy-kerr-labour-members-declaring-israel-is-a-racist-endeavour-call-on-nec-to-abandon-full-ihra> (and associated updates) which in space of two months has attached over 700 signatures from Labour Party members, at a rate of over 10 per day. [I can only hope this rate increases- I continue to do my utmost to promote it]

That my union has seen fit to see this activity as anti-Semitic beggars belief. You indicate in your letter that the action against me will be in line with Rule 5 of the union's rule book. After a lot of searching I finally found the rule book at <http://www.gmb.org.uk/about/how-gmb-works/gmb-rule-book>

I note under Rule 5 it says membership may be cancelled "... if the member encourages or takes part in the activities of any organisation or group whose policies or aims are racist or promote racist beliefs..."

It is my view that the GMB leadership itself, by its unquestioning support for the IHRA definition of anti-Semitism at Labour's NEC, who is the agency that is allowing racism to flourish- in this case the ongoing discrimination against - and persecution of - the Palestinian people.

I would request from you, at your earliest convenience, the following documents:

- A copy of the GMB policy on anti-Semitism [Has the GMB adopted the IHRA definition of anti-Semitism? This claims that describing Israel as a racist endeavour is anti-Semitic. If so, the GMB is ignoring the Nakba, the expulsion of 750,000 Arabs in the creation of the state of Israel, the slaughter on many children which Zionists undertook the better to make the population free, the current situation where there are over 50 laws discriminating against non-Jews, most recently the "Nation State" law passed in July: if you have time, please view this illuminating video by Dr. Shir Hiezer [Know your Stuff: Israel's "Jewish Nation-State Law" Explained](#) - which explains how racism in Israel is now part of the country's Basic Law.]
- A copy of the GMB anti-Racism policy
- A copy of the Disciplinary Policy and Procedures

I have copied in the GMB reps to the NEC as I have been in touch with them regarding the GMB's shameful support for the full IHRA, an action which has been a gift to Netanyahu and Zionists everywhere. The GMB is tacitly supporting a racist regime, by effectively supporting banning criticism of it. The way it looks, is as if the GMB are therefore indirectly supporting apartheid.

I also copy in Sandie Rowlands, Education & Equalities Officer and Annette Drylie, Chair of the Scottish Equalities Forum. Their "Equality Document - Building an Inclusive Union" could

perhaps be revised to take account of the interests on Muslim members and would-be members; the fate of the Palestinians is an issue that many Muslims are explicitly concerned about; that the GMB is openly pro-Zionist and initiating disciplinarys against those who call out racism in the Middle East will do nothing to help us recruit Muslims into our union; if we seek to be inclusive we must not, unwittingly , promote a Zionist doctrine of Jewish supremacy.

I have also copied in my Branch chair, who may be interested to understand more about the position the Scottish Committee are taking on this matter.

In the meantime, I shall continue my union activities at NHS Lothian – there is a big grading issue that affects thousands of NHS admin staff that I am learning about – with workers who are sick of Unison's complacency on the matter- and who would like the GMB to take up the cudgel with management. Before progressing the matter I shall seek Karen Leonard's view.

I do feel that a trade union ought to focus on matters relating to the welfare, terms and conditions and pay of its members. I urge you to remember that we are all (in theory) on the same side.

Finally, can you advise me if Unionline Scotland might be able to help me with financial legal support? I have two QCs who are itching to engage on the IHRA. Presumably the union will consider meeting my legal costs on this matter, as any expulsion I will most certainly take to a Judicial Review. I will seek costs. I believe I shall win. How will rank and file GMB members feel about seeing their subs used to pay legal costs - so that you might seek to defend the indefensible?

Yours sincerely,

Peter Gregson
GMB Member Number 222003F

Attachments:

GMB021118.pdf

Our Reference: 00054008
222003F



5 November 2018

Mr P Gregson
27 Riversdale Grove
EDINBURGH
Midlothian
EH12 5QS

Dear Mr Gregson

As per my letter of Friday 2 November 2018, I am deeply concerned that you are promoting or indulging in views that are anti-Semitic and therefore at odds with the values of GMB. I am formally advising you that you should cease and desist promoting anti-Semitic views and material.

I understand that you may have also promoted or disseminated anti-Semitic materials whilst identifying yourself as GMB Shop Steward. This is utterly unacceptable as you are contravening GMB policy and bringing our union into disrepute. I do not care if you have personal views on IHRA. GMB has a clear policy on IHRA as has been agreed by our Central Executive Council and members must abide by that policy.

Please cease any activities as a GMB Shop Steward until these matters can be properly investigated. I will be writing to you formally later this week regarding an investigation into your conduct in line with our rule book.

If you chose to ignore this instruction to cease and desist, as per the above, your refusal to action this request will also be considered in any investigation into your activities and any subsequent conduct hearing.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'Gary Smith', written over a light blue horizontal line.

GARY SMITH
GMB SCOTLAND SECRETARY

GMB SCOTLAND - EXPERTS IN THE WORLD OF WORK

Scottish Secretary: Gary Smith
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**UNIONLINE
SCOTLAND**

YOUR TRADE UNION LAW FIRM
0300 333 0303
www.unionline.co.uk

Our Reference: 00054023
222003F
GS/JF

6 November 2018

Mr P Gregson
27 Riversdale Grove
EDINBURGH
Midlothian
EH12 5QS

Dear Mr Gregson

Notice of Disciplinary Investigation under Rules and Procedures of GMB

As per my previous correspondence we are in receipt of serious allegations against yourself and I now am charged with investigating these allegations.

The allegation is that you posted or distributed materials on social media that are of an anti-Semitic nature. The posting of such material would run contrary to the aims and very ethos of our union. Posting or distributing materials that is anti-Semitic in nature would also be in breach of rule 5.4 in our Rule Book.

The allegations against you are that in material published online and by way of open letters you have deemed Jews to be collectively responsible for the actions of the State of Israel.

On 28 September 2018, in an open letter to the Labour Party opposing the implementation of the IHRA definition of anti-Semitism you said "I appreciate that the Labour Party felt the Jews to be an oppressed minority back in the mists of time when Zionism was deemed a cause worthy of support. But the actions of a state founded on the ethnic cleansing of 700,000 Arabs out of Palestine into the makeshift bomb-riddled townships they occupy today, denied access to energy, medicine and rights to trade has well and truly taken any kind of moral cause out of the Zionist creed".

In an email to GMB Scotland on 30 October you say "How does this square with the GMB's de facto support for silencing those who see racist oppression perpetrated against 4.4 million Arabs living in Israel (I include the occupied territories) on a daily basis?"

You have also initiated, supported or shared an online petition declaring the state of Israel to be a racist endeavour.

2

Our Reference: 00054023
222003F
GS/JF

Under the IHRA definitions of anti-Semitism examples of anti-Semitism include:

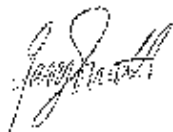
Holding Jews collectively responsible for the State of Israel

Denying Jewish people their right to self-determination eg, by claiming that the existence of the State of Israel is a racist endeavour.

It also appears that you actively oppose IHRA's definitions of anti-Semitism. You are identified on email trails as a GMB shop steward opposing IHRA's definition of anti-Semitism. Support for IHRA is GMB policy under rule 43.3. Shop stewards must follow the decisions and policies set out by the governing authorities of the union and it seems that you have failed to abide by rule 43.3.

You now have an opportunity to respond to the allegations above. Please respond to me by Thursday 15 November 2018, including any documentation you wish me to take into consideration as part of my investigation.

Yours sincerely



GARY SMITH
GMB SCOTLAND SECRETARY

Our Reference: 00054011
222003F

6 November 2018

Mr P Gregson
27 Riversdale Grove
EDINBURGH
Midlothian
EH12 5QS

Dear Mr Gregson

Please stop making unsolicited contact with members of the Scottish Committee regarding the issues of Anti-Semitism. I do not wish to receive further communication on your personal views on IHRA either. This whole issue is subject to a formal investigation as per rule and matters will be addressed appropriately in due course.

Yours sincerely



GARY SMITH
GMB SCOTLAND SECRETARY



= Menu =

« IHRA Rogue's Gallery

Why Campaign for Palestine? »

Sewage Sunday

By Trick Player | November 30, 2018 | Uncategorized

SEWAGE SUNDAY

Special Shitty Event : 2nd Dec 2pm at TUC HQ
Great Russell Street, London WC1B 3LS

Big unions in the TUC have adopted the IHRA definition of anti-Semitism and are now using it to silence members who say Israel is racist- see tinyurl.com/gmbnat3

Bring your own shit to pump into our model arab school. Netanyahu and Trump will push the plunger. Union members are invited to come watch, on condition they silence any anti-semitic protesters by calling them "anti-Semites".

To order a copy of the book "Israel's Dirty War" or to lodge a motion to your branch, see tinyurl.com/unionnhra

Want to join the "Israel is a racist state" petition at tinyurl.com/israelihra

"Israel settlers dump sewage on Palestinian children in occupied al-Jalja" see tinyurl.com/settlersshit

See also MA'AN NEWS AGENCY report of 1 Nov

and

SEWAGE SUNDAY

On Sunday 2nd December at TUC HQ in Fitzrovia, London, a special shitty event is planned for 2pm.

Several big unions in the TUC have adopted the IHRA definition of anti-Semitism and are now using it to silence members. The big three on Labour's NEC – Unison, Unite and the GMB – bear particular responsibility for facilitating the witch hunt at Labour. This means that every Labour politician in the UK is

fearful of speaking out, even against racist acts such as pumping shit into a school. See "Israel settlers dump sewage on Palestinian school in Qalqiliya" at tinyurl.com/settlershit

These unions adopted the IHRA without reference to their members.

On Sunday, I and others who support my "death-wish" petition at tinyurl.com/israelihra invite Zionists to bring their shit so that they can pump it into a model Arab school we shall provide for the occasion. If Zionists fail to show, shit will be provided (expanding brown polystyrene foam). Netanyahu and Trump will push the plunger (or their avatars). We'd like your readers and the media to come too, especially if they would film our event for us.

Union bosses are also invited to attend and watch, on the condition that they silence any of their members who protest by calling them "anti-Semites".

Trade unionists who want to put a stop to shit-spreading can do something to help from the comfort of their own home. They can email a motion of their own to their local branch; a model version condemning the IHRA definition of anti-Semitism can be downloaded at tinyurl.com/unionihra

Action is needed. For any Labourist or trade unionist who points up the racist nature of Israel for allowing such actions by settlers faces expulsion. I am a steward presently suspended by the GMB for my petition; my hearing is next week – see tinyurl.com/gmbnat3 . Labour think me anti-Semitic too. And that's pretty crappy.

Thus far the unions and Labour are bound to tacitly support the settlers. Can we help them change sides?

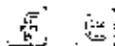
Readers who want to assist can contact me, Pete Gregson, at postmaster@roseburn32.plus.com

Bookmark the permalink

[IHRA Pogroms Gallery](#)

[Why Campaign for Palestine?](#) »

Kids Not Soldiers.com | Powered by Mantra & WordPress



From: "Peter Gregson" <postmaster@roseburn32.plus.com>
To: <scotland@gmb.org.uk>, <info@gmbScotland.org.uk>
Cc: <info@gmb.org.uk>, <sarah.owen@gmb.org.uk>, <cath.speight@gmb.org.uk>, "Andrew McDonald" <Andrew.McDonald@gmbactivist.org.uk>, <sandie.rowlands@gmb.org.uk>, <annette.drylie@gmb.org.uk>, "Karen Leonard" <KL.Leonard@gmb.org.uk>, <press.office@gmb.org.uk>

Date: Wednesday, November 21, 2018 19:35
Subject: RE: FAO Gary Smith : Anti-Semitism accusations against me

History: ➔ This message has been forwarded.

Dear Gary,

I received the attached from you today.

You are requesting I attend a disciplinary hearing on the Thursday 6th Dec at 11am in Glasgow.

I will have problems attending on that day. I am employed as a Trak IT programmer and on that day I meet with senior NHS Consultants to sign off the Ear Reconstruction database; this is a database that will be used throughout Scotland (in Glasgow too) and will serve to assist children from birth to late teens born without hearing or with Microtia (an absence of ears) to acquire both ears and hearing through the course of many complex and painstaking operations. That day represents the climax of some six months work representing significant investment of resources by both NHS Lothian and Drs Ken Stewart (Plastic Reconstruction – Royal Hospital for Sick Children and St John's Hospital in Livingston) Alex Bennet, senior consultant (ENT – Edinburgh Lauriston Hospital) and myself as lead officer and my colleagues. As you might appreciate, there is a problem for me in cancelling a significant event such as this where large sums of NHS money have been invested, and children and clinicians stand to benefit from the speedy introduction of this software.

In addition I have scant annual leave left; I have two children at school and I have used up almost all my annual leave; some is needed to be held back for emergencies.

Traveling to Woodlands in Glasgow from my place of work in Edinburgh by public transport will take 1 hr 52 mins according to Google Maps. If the meeting takes two hours, then there is the journey back to work – a total of 6 hrs. I work a 7.5 hr day.

Since you have suspended me as steward, I am no longer entitled to facility time.

Since your hearing will require a day of my life if it is held in Glasgow, I wanted to propose to you the hearing is held in Edinburgh. Your offices at Timberbush in Edinburgh would perhaps be suitable? I can get to them in 50 minutes from my work; we are talking about all in, less than ½ a day for the hearing plus travel time. Ideally – for me – the hearing would be held in the evening, thereby allowing me not to lose any of my paid holiday, but if that were not possible, can I request that it is held in the afternoon, at around 3pm? That way I shall only lose ½ a day of my leave.

I have a couple more questions for you. In your last letter to me you said you would be writing to my employer, indicating my situation regarding the union suspending me. Would you be able to provide me with a copy of the letter you sent?

Secondly, in your letter you say I can be represented by a "fully financial member of GMB Scotland". I have not come across this term before – can you explain what kind of member you refer to?

Thirdly, in relation to procedure: Can I call witnesses and do I have the right to cross examine them? Will you be calling witnesses? Can I call upon Rhea Wolfson to present herself at the hearing, and answer my questions? Will a verbatim record of the hearing be kept to which I might add comment prior to signing off? I have been through this with other unions and that is the process they follow. What is the process the GMB follows?

In addition, who will be present? You say you are the investigating officer, which surprises me, as the investigating officer is seldom one so senior as yourself, and generally would not make the statements you have made, which assume guilt before you had even seen my response to the allegations.

If you are the Investigating Officer, who are the individuals who will make judgement on my case? Will they make a judgement on the day, or is this a hearing to hear witnesses and review written statements? Who is the Nominated Officer, who will preside over proceedings. My understanding and experience is that the Nominated Officer and Investigating Officer cannot be the same person.

I know I have asked you for a copy of the Disciplinary Policy, but the rulebook you sent by way of response says nothing about Disciplinary Procedures. Every employer I have ever had, whether that be in the public or voluntary sector had Disciplinary Procedures freely available to staff which clearly laid out expectations, timescales and procedures. At our shop steward training we bring these Disciplinary Procedures along for dissection. I cannot believe that the GMB asks shop stewards to work to a Disciplinary Procedures but cannot provide one of its own. Can you provide me with it, or at the very least replies to the answers I have laid out above?

In your earliest letters, you indicate that the Scottish Committee of the union will be convened to consider taking action against me. By my understanding the Committee members are yourself as Gen Secy plus Jim Lennox, Chair; Tom Carr-Pollock; Brenda Carson; Annette Drylie; Mary Finn; Alex Logan; Fran McNeill; Mary Mulligan; Charlie Robertson; Duncan Walker; John McKenzie; June Minnery; Cathy Murphy and Phyllis Riddell. Will the Committee be present at the hearing? If not, when might I address them? .. since if they are the Executive for Scotland who will be considering action then it would only be fair that I get the chance for me to put the case to them myself.

There are a number of other matters raised in the letter I received from you today. Of course I oppose the IHRA definition of anti-Semitism. I have already shared with you the view from our Palestinian brothers and sisters in the union movement that it is a "politicised and fraudulent definition of anti-Semitism". ([See here](#)).

Regarding the other points you have raised, there was nothing in the documents you sent me marked confidential. And even if there were, it is not something I have ever agreed to - confidentiality can only be agreed with the consent of both parties; an action by one stating as much does not bind the other.

Indeed your instructions to "cease and desist" are in breach of my rights according to the Universal Declaration of Human Rights Articles 18-21, which sanctions the so-called "constitutional liberties", with spiritual, public, and political freedoms, such as freedom of thought, opinion, religion and conscience, word, and peaceful association of the individual.

You complain about material posted on the National website about your "young Jewish female Organiser" which I guess can only be Rhea Wolfson who is actually 27 years old. Young can only be applied to persons up to the age of 26, so she is no longer "young" as you claim. She is also extremely high up in the Labour Party, sitting on the National Policy Forum, and is no stranger to controversy. She actually helped bring the IHRA into force both in Labour and in the GMB; she is highly placed in the self-declared Zionist group called "the Jewish Labour Movement" an organisation which was shown in "[the Lobby](#)" to be funded by the Israeli Government to bring down Labour politicians that Netanyahu had declared as dangerous to the Zionist project of racist domination over other, less fortunate, Israeli citizens (like Arabs).

So to describe her as a "young Jewish female Organiser" is somewhat wide of the mark. I prefer the phrase "Ambitious Zionist zealot who has political aspirations to be an MP for

Livingston", since she is not only the Labour candidate but Chair of Almond Valley CLP. That she organised the strike in Glasgow that lost women wages when a) they were going to get the money anyway and b) to use said women's situation as a stick to beat the SNP, when Labour had spent millions rejecting the claim years earlier, suggests that she might actually be a liability for not just the GMB but for Labour as well.

I have more to say on the subject but I shall save that for the meeting. In regard to your concern that I mentioned her in a post (since deleted) I must state there is nothing in the rulebook that says dangerous officers need to be kept confidential.

In regard to the questions I have put to you above, and for the need to move the meeting, I look forward to hearing from you.

Best wishes

Pete Gregson

From: Peter Gregson <postmaster@roseburn32.plus.com>

Sent: 07 November 2018 00:42

To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmb.scotland.org.uk' <info@gmb.scotland.org.uk>

Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>

Subject: RE: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary,

I received yet another letter from you today (attached) in which you continue to make claims that something I have done is anti-Semitic. Yet you fail to define what is anti-Semitic. You cannot tell to "cease and desist" as you put it - something which you have not defined. Anti-Semitism is defined by the OED as "hostility to or prejudice against Jews" - none of my Jewish friends consider anything I have done as anti-Semitic, so why should you?

Furthermore, you have yet to respond to the matters I put to you earlier.

I therefore request from you, as soon as possible, the following documents:

- A copy of the GMB policy on anti-Semitism [Has the GMB adopted the IHRA definition of anti-Semitism? This claims that describing Israel as a racist endeavour is anti-Semitic.]
- A copy of the GMB anti-Racism policy
- A copy of the Disciplinary Policy and Procedures

If you are unwilling to supply these, I suppose I will need to either:

- a. Appeal to the Scottish Committee, explaining that you seem unwilling to fulfil your duties and/or
- b. Appeal to our MPs in Parliament to intervene; I can see that at least one MP is Zionist: Ruth Smeeth is funded by the Israel lobby ([see here](#)) so no point in asking her;

However, MPs Jo Stevens, Richard Burgon, Dawn Butler are not - they are Labour for Palestine and the Middle East ([see here](#)) so they may support what I am doing.

Appeal to our seven Labour MSPs - both current and past - two in particular who are ex-GMB: Michael McMahon and Duncan McNeil, may wish not to see their old union failing to deal with members fairly.

You seem to be forgetting who pays your wages. You have a responsibility to members which outweighs any pro-Zionist values you espouse.

Sadly – and to the detriment of NHS staff, in your letter you forbid me from continuing my activities as a GMB Shop Steward - even though I am presently working with GMB members on a grading dispute. Shall our NHS staff (many of whom would join the GMB) lose out whilst you pursue your vendetta against me? I fully expect you to take as long as you possibly can to resolve this "anti-Semitism" matter – because

- a. You have no evidence of actual anti-Semitism– whilst the only prejudice you know I hold is against Zionists - and I assume you know that true Judaism and Zionism are quite opposite (see the Neturei Karta for more info)
- b. The needs of members and of building membership seems to count for little in your eyes when you are caught up in defending a policy which is utterly indefensible

I look forward to hearing from you at your earliest convenience.

Best wishes

Pete Gregson

From: Peter Gregson <postmaster@roseburn32.plus.com>

Sent: 06 November 2018 08:38

To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmbscotland.org.uk' <info@gmbscotland.org.uk>

Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>

Subject: RE: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary,

I have not heard back from you. A few days ago I read this "Israel settlers dump sewage on Palestinian school in Qalqiliya" See

<https://www.middleeastmonitor.com/20181102-israel-settlers-dump-sewage-on-palestinian-school-in-qalqiliya>

Will the GMB be for the settlers, or the Palestinians?

Thus far I see you support the settlers. I beg you to consider changing sides.

Yours

Pete

From: Peter Gregson <postmaster@roseburn32.plus.com>

Sent: 05 November 2018 06:07

To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmbscotland.org.uk' <info@gmbscotland.org.uk>

Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>

Subject: RE: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary Smith,

I urge you to read this article from the 28th of August this year, just before the GMB pushed for the full IHRA at Labour's NEC meeting on the 4th Sept.

It is headed "Labour must reject biased IHRA definition that stifles advocacy for Palestinian rights" and is an appeal by Palestinian civil society to the British Labour Party and affiliated trade unions. It is signed by 24 Palestinian trade unions.

I was very saddened at the time that my union had ignored this appeal. You can read it at <https://www.opendemocracy.net/uk/palestinian-civil-society-groups/labour-must-reject-biased-ihra-definition-that-stifles-advocacy->

These trade unions correctly observe that the IHRA is a "politicised and fraudulent definition of antisemitism".

I fear that by ignoring this appeal the GMB have betrayed our Arab brothers and sisters.

Norman Finkelstein, whose parents suffered in the Warsaw ghetto under the Nazis, also warned Labour against the IHRA in his blogpost of 28th August 2018 [WHY THE BRITISH LABOUR PARTY SHOULD NOT ADOPT THE IHRA DEFINITION OR ANY OTHER DEFINITION OF ANTISEMITISM](#) Another appeal that was ignored.

Yours sincerely,

Pete Gregson

PS If you doubt my motives, I refer you to two recent press articles about what I am doing: [National 31/10/18](#) ; [Common Space 26/10/18](#)

From: Peter Gregson <postmaster@roseburn32.plus.com>

Sent: 04 November 2018 21:18

To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmbscotland.org.uk' <info@gmbscotland.org.uk>

Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>;

'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>;

'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>;

'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>

Subject: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary Smith,

I received the attached from you today, an accusation that I am indulging in anti-Semitic activities, presumably on account of my petition at <https://www.change.org/p/to-chair-of-labour-s-nec-andy-kerr-labour-members-declaring-israel-is-a-racist-endeavour-call-on-nec-to-abandon-full-ihra> (and associated updates) which in space of two months has attracted over 700 signatures from Labour Party members, at a rate of over 10 per day. [I can only hope this rate increases- I continue to do my utmost to promote it]

That my union has seen fit to see this activity as anti-Semitic beggars belief. You indicate in your letter that the action against me will be in line with Rule 5 of the union's rule book. After a lot of searching I finally found the rule book at <http://www.gmb.org.uk/about/how-gmb-works/gmb-rule-book>

I note under Rule 5 it says membership may be cancelled "... if the member encourages or takes part in the activities of any organisation or group whose policies or aims are racist or promote racist beliefs..."

It is my view that the GMB leadership itself, by its unquestioning support for the IHRA definition of anti-Semitism at Labour's NEC, who is the agency that is allowing racism to flourish- in this case the ongoing discrimination against - and persecution of - the Palestinian people.

I would request from you, at your earliest convenience, the following documents:

- A copy of the GMB policy on anti-Semitism [Has the GMB adopted the IHRA definition of anti-Semitism? This claims that describing Israel as a racist endeavour is anti-Semitic. If so, the GMB is ignoring the Nakba, the expulsion of 750,000 Arabs in the creation of the state of Israel, the slaughter on many children which Zionists undertook the better to make the population flee, the current situation where there are over 50 laws discriminating against non-Jews, most recently the "Nation State" law passed in July: if you have time, please view this illuminating video by Dr. Shir Hever [Know your Stuff](#);

Israel's "Jewish Nation-State Law" Explained - which explains how racism in Israel is now part of the country's Basic Law.]

- A copy of the GMB anti-Racism policy
- A copy of the Disciplinary Policy and Procedures

I have copied in the GMB reps to the NEC as I have been in touch with them regarding the GMB's shameful support for the full IHRA, an action which has been a gift to Netanyahu and Zionists everywhere. The GMB is tacitly supporting a racist regime, by effectively supporting banning criticism of it. The way it looks, is as if the GMB are therefore indirectly supporting apartheid.

I also copy in Sandie Rowlands, Education & Equalities Officer and Annette Drylie, Chair of the Scottish Equalities Forum. Their "Equality Document - Building an Inclusive Union" could perhaps be revised to take account of the interests on Muslim members and would-be members; the fate of the Palestinians is an issue that many Muslims are explicitly concerned about; that the GMB is openly pro-Zionist and initiating disciplinarys again those who call out racism in the Middle East will do nothing to help us recruit Muslims into our union; if we seek to be inclusive we must not, unwittingly, promote a Zionist doctrine of Jewish supremacy.

I have also copied in my Branch chair, who may be interested to understand more about the position the Scottish Committee are taking on this matter.

In the meantime, I shall continue my union activities at NHS Lothian - there is a big grading issue that affects thousands of NHS admin staff that I am learning about - with workers who are sick of Unison's complacency on the matter- and who would like the GMB to take up the cudgel with management. Before progressing the matter I shall seek Karen Leonard's view.

I do feel that a trade union ought to focus on matters relating to the welfare, terms and conditions and pay of its members. I urge you to remember that we are all (in theory) on the same side.

Finally, can you advise me if Unionline Scotland might be able to help me with financial legal support? I have two QCs who are itching to engage on the IHRA. Presumably the union will consider meeting my legal costs on this matter, as any expulsion I will most certainly take to a Judicial Review. I will seek costs. I believe I shall win. How will rank and file GMB members feel about seeing their subs used to pay legal costs - so that you might seek to defend the indefensible?

Yours sincerely,

Peter Gregson
GMB Member Number 222003F

Attachments:

GMB20.11.18.pdf



Conditions

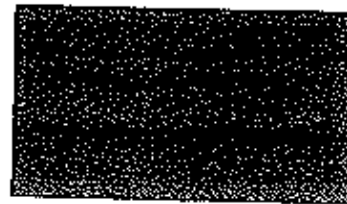
News

5th November

Labour activist faces union action over anti-Semitism row



By Harrie Hannan
Journalist



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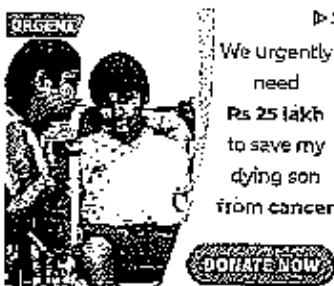
Find out more

THE Edinburgh Labour activist at the centre of a row over anti-Semitism is now to face disciplinary action from both the party and his trade union the GMB.

The National revealed that Pete Gregson was facing Labour Party discipline for alleged anti-Semitism because he started a petition against the party's adoption of the International Holocaust Remembrance Alliance (IHRA) definition of anti-Semitism.

READ MORE: Labour Party members at centre of police anti-Semitism investigation

In the latest instalment of the row over anti-Semitism which has bedevilled **Jeremy Corbyn** and the Labour Party for several months, it is clear that the GMB union leadership is taking action because Gregson has been an outspoken critic of Israel and the IHRA definition of anti-Semitism.



Gregson cannot speak directly to the press about the GMB action against him for fear of being accused of bringing the union into disrepute, but friends and colleagues showed us the union correspondence.

They also said that Gregson is in no way anti-Semitic: "He has many Jewish friends," said one.

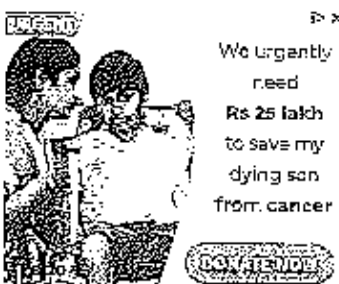
Another said: "Pete feels very strongly that the Palestinian people are being oppressed and persecuted on a daily basis and that Israel is racist in its persecution."

"He wants to be free to challenge Israeli racism, and does not believe that the IHRA definition of anti-Semitism is right for Labour or the Union."

Scottish secretary of the GMB Gary Smith wrote to Gregson saying he would face disciplinary action for an alleged breach of the union's rules in that Gregson had promoted anti-Semitic views, and his words and actions were contrary to GMB policy adopting the IHRA definition of anti-semitism.

Gregson replied: "I note under Rule 5 it says membership may be cancelled ... if the member encourages or takes part in the activities of any organisation or group whose policies or aims are racist or promote racist beliefs ..."

"It is my view that the GMB leadership itself, by its unquestioning support for the IHRA definition of anti-Semitism at Labour's NEC, who is the agency that is allowing racism to flourish - in this case the ongoing discrimination against and persecution of - the Palestinian people."




In his earlier blog that attracted the ire of Labour leaders, Gregson wrote: "Many Israeli laws explicitly or implicitly discriminate on the basis of creed or race, in effect privileging Jewish citizens and disadvantaging non-Jewish, and particularly Arab, citizens of the state."

"These include the Law of Return, laws making military conscription mandatory for certain religions only,


the Ban on Family Unification, and many laws regarding security, land and planning, citizenship, political representation in the Knesset, education and culture.

"The Adalah database of 50 discriminatory laws in Israel details them all. And in July the Jewish nation law defined Israel as the national home of Jewish people and downgraded Arabic from an official language, leaving Hebrew as the sole national language.

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Tories red-faced as UK's shifting of goalposts on Scottish Brexit Bill made clear

"If the Jewish right to self-determination means riding roughshod over the rights of others, then for the Labour Party to ignore this social injustice would be for it to go against one of its founding planks. If Arabs are second-class citizens, and not equal with Jews before the law, then clearly Israel is a racist state."

The National understands that Gregson is the only Scottish GMB member facing disciplinary action for alleged anti-Semitism.



URGENT
I'll lose everything if I lose her. Please help me save my dying daughter.

URGENT

A spokesperson for the GMB said: "We take any allegations about anti-Semitism very seriously."

"The issues of anti-Semitism can affect political parties, trade unions and any other organisation. We in the GMB have a zero tolerance approach to it."

"All we can say about individual cases is that we have one which is subject to a disciplinary investigation under the rules of the union."

[f](#) [t](#) [e](#) [m](#) [22 comments](#)

Order by

Oldest first

[Deleted]

26 November 2019

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1

Last Updated: 26 November 21 11:41

ian fords

26 November 2019

If Mr Gregson is talking about the Jewish State of Israel, is he at worst, anti-Zionist not anti-Semitic?

What is Labour or the Union definition of anti-Semitism and anti-Zionist?

1

Muslegray Muslegray

26 November 2019

This is driven by explicit Israeli government policy to get anti-Zionism declared as anti-Semitic

At the same time, discrimination against a group of obviously Ultra Orthodox Jews can often be seen. They are a mix of religious and secular grounds. By definition they cannot be anti-Semitic

What is being a used here is that the Arabs are also a Semitic people. So to be pro-Palestinian is to be pro-Semitic. But the Israeli state doesn't want you to know or think about that

Report

Pete Gregson

26 November 2019

Good point. The two often get conflated. This piece says interesting things
<https://www.4mat.co.uk/news/anti-semitism/2019/05/anti-semitism-jpg>
Last Updated: 26 November 11 11:41

Report



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Margaret Frank

9th November 12:07 PM

What's all this then? (as Brian says.) Don't the union know the whole position has already been explained rationally in the coverage of the issue with the party?
Last Updated: 13th November 12:01 AM

Report

Lorna McAllister

9th November 10:39 PM

Gregson is correct. Criticism of the actions of the Israeli Government is not anti-Semitic. The Israeli Government's apartheid laws denying equal rights of citizenship to Arabs and the denial of freedom of movement, employment and basic rights to Palestinians ought to be open to criticism.
Last Updated: 10th November 12:01 AM

Report

Pete Gregson

10th November 08:17 AM

Lorna McAllister

write Gregson is correct. Criticism of the actions of the Israeli Government is not anti-Semitic. The Israeli Government's apartheid laws denying equal rights of citizenship to Arabs and the denial of freedom of movement, employment and basic rights to Palestinians ought to be open to criticism.

Lorna, if you or anyone else, would like to help, please help me promote the petition at:
<https://www.change.org/p/is-chair-of-labour-s-receding-kem-lebour-members-declaring-israel-is-a-racist-en-ga-bour-call-on-rec-to-abandon-fuji-hra>
Last Updated: 12th November 11:15 AM

Report

Maria Carrere

9th November 03:29 PM

It seems to me that the word "antisemitism" is being abused as a shield for the coward who is to hide behind using the Jewish people, once again, as a human shield. I think it is of the utmost cowardice to use the word antisemitism to gag criticism of Israeli geopolitics and worse even, to justify the racism against Palestine and to remove a man, in the United Kingdom, not Israel, away from his post.

I think it is regrettable that unions and political parties appear to have more respect for racists regarding Palestinian children than for the rights of freedom of speech and freedom of thought of the citizens of the UK themselves. I think that perhaps these political parties and unions ought to be reminded of where they stand: this is not Israel.

I am not in unions, but I have to say, if I ever have to choose one I will never be one that puts the interests of an apartheid state and the interests of victims from a different state before fundamental values of democracy such as freedom of thought or freedom of speech for CITIZENS OF THE UNITED KINGDOM. I think it is disgusting that the dictators are now being allowed to dictate what the citizens all around the world can say or cannot. What's next? Are we going to be governed for a Tel Avivian wall? I mean, racists seem to be already in control of our main political parties in the form of "Judean of Israel", aren't they?
Last Updated: 13th November 03:01 AM

Report

Pete Gregson

10th November 08:13 AM

Maria,

This is one of the most powerful passionate speeches I have ever heard. If you (or anyone else) would like to contact me: postmaster@acsburns.com
I plus now we could work together to even contact the ridiculous IRA cause to avoid the need to hear from you. Thanks, Pete
Last Updated: 10th November 11:13 AM

Report

Adie Marmach

10th November 09:25 PM

Pete is of course right about the IHRA definition. It is a definition designed to let Israel off the hook for their ongoing massacres of Palestinians. 110 Palestinian unarmed protesters in Gaza killed in the last 7 months including medics, journalists, disabled and so many children. So many more killed and bombed by Israel as they test their weapons on the Palestinian population. 2200 killed in 50 days in 2024 - including 800 Palestinian children. But if you want to see the real fallacies of the IHRA definition then do something that no UK newspaper would do - hear the Palestinians about what happened to them from their own voices about the IHRA definition and the racism involved in Israel's ethnic cleansing of Palestine. Please listen and then think about how the IHRA definition is trying to erase their Palestinian history of injustice.

https://m.facebook.com/story.php?story_fbid=1975634648011531&id=5662929773&_rd=1
Last Updated: 10th November 09:07 AM

Report

Lucy Ross

10th November 02:28 AM

Like Jeremy Corbyn or others who 'dare' to speak out about Israeli oppression, Mr Gregson has had his right to freedom of speech taken away. He is quite clearly not anti-Jewish, anti-Semitic or racist. This farcical Labour party stance on anti-Semitism is an embarrassment and harms not only the individuals who have an opinion on Israeli oppression, but the Party's reputation. Ridiculous.

Last Updated: 10th November 02:01 AM

Report

Laura Howarth

10th November 12:09 AM

By standing up for Palestine Pete is not an antisemite.
Last Updated: 10th November 03:01 AM

5

Report

Fish Finger

10th November 11:58 AM

Anti-Zionism is not the same as Anti-Semitism. How disappointing that both the Labour Party and GMB are failing to stand up against discrimination against

3

Gregson thinks Elise Wolfson CLP candidate for Livingston is behind these charges.
Last Updated: 10th November 02:00 PM

Report

[Deleted]

10th November 11:00 PM

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1

Last Updated: 10th November 10:59 PM

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10th November 10:57 PM

[Deleted]

1

Last Updated: 10th November 10:56 PM

Richard Dackel

10th November 08:10 PM

That's interesting you should say that. Yes, she is Labour's Westminster parliamentary candidate for Livingston. And chair of Chair of All-mad vs. by CLP. Her LinkedIn CV records she was until 2015 manager of the New Israel Fund and is former president of the Oxford University Jewish Society. Just 10 days ago the BBC reported she had been behind their story "SNP suspends blogger 'in anti-Semitism row'" (<https://www.bbc.com/news/uk-scotland-scotland-politics-66031122>) where I was she accused "Carpetbagger" of anti-Semitism when he criticised her in his blog. You can read his blog here: <https://gnorsebatter.wordpress.com/2019/09/28/gm-b-a-cocky-cliche/>. I think she opposes sanctions against Israel and is possibly doing her best to use the IHRA to prevent a

4

Co-opted Government from ever imposing them. It looks like she and Jon Lansman together, with Momentum and the Labour Party, have set themselves this task. I hear their double act at the NEC forced Labour to adopt the full IHRA on 4th Sept. They brand all who oppose the redistortion of Israel as anti-Semites and thus far have been successful in getting Labour to do as they wish. They work alongside "Friends of Israel" and the Zionist group "The Jewish Labour Movement" (Rhea is a leading member of JLM) - these groups undermine democracy in the UK (see The Lobby TV item at <https://youtu.be/cGOhdyR2oc0> for proof that the Israeli Government is behind all this). In doing so they have probably made UK Jews more vulnerable to attack. In Israel, it means settlers can pump **** into an Arab school without fear of redress - which they did a few days ago - as they pursue their ethnic cleansing operations (See <https://www.middleeastmonitor.com/20181102-israel-settlers-dump-sewage-on-palestinian-school-in-qalqilya/>).

That Watson, an avowed Zionist, was allowed to chair the recent Labour Conference session debating the oppression of Palestinians shows how strong a grip the Zionists have on Labour. She did her best on the day to silence those speaking about Labour's witch-hunt (see "Zionist Chair" at <http://labourpartymanifesto.org.uk/awf-despicable-participants-in-an-ongoing-witch-hunt/>).

She even tried to interrupt Palestinian campaigner's Colin Monte's barn-storming speech to Conference (see <https://www.youtube.com/watch?v=HFLdY0kgg>).

So maybe Fish Finger is correct that Rhea is behind the charges against Gregson. Maybe Rhea herself can say?

Last Updated: 12th November 2018

Report

Callum Anderson

11th November 2018 214

I would echo the comments here, this is a very cowardly move by Labour. It's especially disappointing considering social justice is supposed to be one of Labour's core values.

I used to work with Fela, and he is incredibly friendly, open minded and tolerant.
Last Updated: 12th November 2018

Report

Pete Gregson

11th November 2018 74

I think readers may want to heed of the Ratzel Karia. Those Orthodox Jews consider Israel an aberration that should not exist. They believe this to be so because the Messiah has not yet come. They have produced this excellent Jews for Jeremy flyer. You can download it at <http://www.kidat.co.uk/content/uploads/2018/03/JewsForJeremyFlyer.pdf>
Last Updated: 11th November 2018

Report

Pete Gregson

11th November 2018 140

Did readers know that 34 Palestinian trade unions issued an open letter to Labour on the 28th of August this year, just before the UK union pushed for the full IHRA at the NEC meeting of 4th Sept? It is headed "Labour must reject biased IHRA definition that stifles advocacy for Palestinian rights" and is an appeal by Palestinian civil society to Labour and affiliated trade unions. I was very saddened at the time that union leaders ignored their appeal. You can read it at <https://www.openanddemocratic.net/uk/palestinian-civil-society-group-palestinian-trade-unions-reg-ill-defined-definition-that-stifles-advocacy>. These Palestinian trade unions correctly observe that the IHRA is a "prejudiced and fraudulent definition of antisemitism". Norman Finkelstein, whose parents suffered in the Warsaw ghetto under the Nazis, then warned Labour against the IHRA in his blogpost of 28th August via THE WRITER- LABOUR PARTY SHOULD NOT ADOPT THE IHRA DEFINITION OR ANY OTHER DEFINITION OF ANTISEMITISM. (see <http://normanfinkelstein.com/2018/08/28/why-the-british-labour-party-should-not-adopt-the-ihra-definition-or-any-other-definition-of-antisemitism/>) Another appeal that was ignored.
Last Updated: 12th November 2018

Report

Douglas Edelhart

11th November 2018 74

The Labour Party is becoming increasingly liberal, and it is this trend which should be the real concern. Anyone who knows this campaigner knows that he is not anti-Jewish or racist in any way or form.

3

Report

Gill Harvey

11th November 2020 PM

I do feel that being pro-Palestinian is not the same as being anti-Semitic. Israel is a country not a belief system.

4

Report

Rab Wilson

11th November 2020 PM

It would certainly be one of the most disgraceful, disgraceful and cowardly acts I have come across if Rhos Walfson and Momentum were behind this gross attack on the character and principles of Pete Gregson. Gregson is a staunch socialist to his core - and his principles are beyond reproach. More power to you Mr Gregson. Of course if Rhos Walfson were to go on the record and deny publicly that she was behind this vile nonsense I'd be the first to apologise to her. Does Ms Walfson wish to clear this matter up?

5

Report

J J Ross

11th November 2020 PM

I agree with the commenters on this. Pete is simply voicing his concerns about the apartheid regime that is Israel and is being unfairly punished for doing so. He is not a racist or anti-Semitic, let's see this for what it is.

6

Report

Promoted Stories

Updated: 11th November 2020

Play this for 1 min and see why everyone is addicted!

Wings From The Sun Game

This Photo Is Not Edited. Look Closer

DinesGadgil

E40b is PPI Payouts, Offered To The Public (Look Up Your Name)

Financial Guru

What Does Your Net Worth Say About How You'll Retire in London

Poster Investment UK

The One WD40 Trick Everyone Should Know About

Hot Moments

These new offices are taking London by storm

Expert Analysis

Here's The One Crucial Survival Trick Everyone Needs To Know

Survival Therapy

There Are 7 Types of English Surnames — Which One Is Yours?

Answers

Our Reference: 00054098
222003F
GS/JF

9 November 2018

Mr P Gregson
27 Riversdale Grove
EDINBURGH
Midlothian
EH12 5QS

Dear Mr Gregson

I understand you have posted material on the National newspaper website specifically targeting an employee of our union.

The targeted attack on an employee of the union is disgraceful and not acceptable to our union. We have a duty of care to our employees. I am advising you that you are suspended from any GMB posts or activity. You are facing a disciplinary hearing under GMB rules and I will write to you further on this.

Your employer will be notified that you are suspended from holding any post within GMB or participating in GMB activities.

Yours sincerely



GARY SMITH
GMB SCOTLAND SECRETARY

Our Reference: 00054248
222003F
GS/JF

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, 2nd 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.

2
00054248
GS/JF
222003F

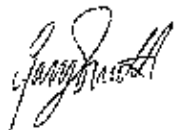
At the hearing you will be able to present any evidence in writing or orally in person. You are entitled to be represented at the hearing by a fully financial member of GMB Scotland. You cannot be represented by anyone who has been employed by the union in the last 5 years or who is in receipt of a pension 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

Enc.

Our Reference: 00054362
222003F
GS/JF

26 November 2018

Mr P Gregson
27 Riversdale Grove
EDINBURGH
Midlothian
EH12 5QS

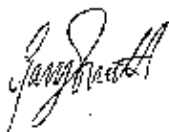
Dear Mr Gregson

I am writing to confirm that the planned disciplinary hearing will take place in Glasgow. The Scottish Committee is convened in Glasgow. If you cannot make the date we will look at changing it but I cannot have the hearing subject to unreasonable delay. You can of course put in a written submission to any hearing as opposed to appearing in person. You are entitled to be represented at the hearing by a fully financial member of GMB Scotland ie somebody who is a paying member of GMB in Scotland.

The hearing is scheduled for:
Thursday 6 December 2018, 11am
STUC Offices, 333 Woodlands Road, Glasgow G3 6NG
SWC Room, 2nd Floor

I am on leave at present but will write to you further prior to the hearing.

Yours sincerely



GARY SMITH
GMB SCOTLAND SECRETARY

MY GMB GRIEF: RHEA WOLFSON

SUMMARY

On the 9th Nov, the National newspaper published the story "Labour activist faces union action over anti-Semitism row". Read it at <https://www.thenational.scot/news/17211721.labour-activist-faces-union-action-over-anti-semitism-row/>

The day before, Gregson learnt from sources within the GMB that Rhea Wolfson, GMB Organiser for Glasgow and Chair of Almond Valley CLP, had persuaded the GMB to act against him. (See the [GMB charge sheet here](#)).

Wolfson was selected as Labour's Westminster candidate in June. Her CV records she was until 2015 manager at New Israel Fund and is former president of the Oxford University Jewish Society. Just 10 days ago the BBC reported she had been behind their story "[SNP suspends blogger in anti-Semitism row](#)". She opposes sanctions against Israel and is doing her best to use the IHRA to prevent a Corbyn-led Government from ever imposing them. She and Jon Lansman together, within Momentum and the Labour Party, have set themselves this task. Their double act at the NEC forced Labour to adopt the full IHRA on 4th Sept. They brand all who oppose the racist nature of Israel as anti-Semites and thus far have been successful in getting Labour and the unions to do as they wish. They work alongside "[Friends of Israel](#)" and the Zionist group "[The Jewish Labour Movement](#)" to undermine democracy in the UK (see [The Lobby](#) TV item for proof that the Israeli Government is behind all this). In doing so they have probably made UK Jews more vulnerable to attack (see "[Does the IHRA help Jews?](#)"). In Israel, it means settlers can pump shit into an Arab school without fear of redress – which they did a few days ago – as they pursue their ethnic cleansing operations (See [here](#)).

That Wolfson, an avowed Zionist, was allowed to chair the recent Labour Conference session debating the oppression of Palestinians shows how strong a grip the Zionists have on Labour. She did her best on the day to silence those speaking about Labour's witch-hunt (see "[Zionist Chair](#)" [here](#)). She even tried to interrupt Palestinian campaigner's Colin Monehan barn-storming [speech to Conference](#).

More on the emails between Lansman (as NEC rep) and Gregson [here](#), where Lansman shows his true colours "[Letter from Lansman to little me](#)".

THE DETAIL – by Pete Gregson

Just found out who's behind my problems. It's Rhea Wolfson, Regional Organiser for the GMB (Responsible for Glasgow 28 Branch- Cordia Facilities Management. Working in recruitment, campaigns and member representation.) (Barry Fletcher does East, which covers my patch).

From 2013 for two years she was "Community & Outreach Manager" of this organisation, as she says in Linked In;

" New Israel Fund is a charity that works for human rights and social justice in Israel and the Occupied Territories by supporting organisations including grassroots movements through to think tanks.

In my time with the charity I:

- Created and implemented new online communications strategy
- Developed and executed young adult outreach programme
- Project managed build of new website
- Managed all social media
- Created biannual fundraising appeals
- Produced annual report
- Planned wide variety of events and produced and delivered educational resources and training"

She is the recently selected Westminster candidate for Livingston. She is the Chair of Almond Valley CLP. She's high up in the GMB – helped organise the strike in Glasgow Council for Equal Pay last week (the joke being that Labour was in power for years there and ignored the problem). Facebook address is <https://www.facebook.com/rheawolfsonlabour/> and <https://www.facebook.com/rhea.wolfson>

In 2016, she was the 25-year old GMB union Glasgow branch secretary Wolfson

"Rhea Wolfson: The hate beat me down but the haters will not crush me" where she complained about the abuse she'd suffered for taking Ken Livingston's place as Momentum candidate on the NEC. She is, I think from London; she was a former president of the Oxford University Jewish Society.

She was elected to the NEC and instrumental with Lansman in getting the IHRA adopted by Labour; her work done, she moved to the National Policy Forum after the 4th September meeting, when the IHRA was adopted. She was in the BBC (and many other publications) on 30th October 2013:

"SNP suspends blogger in anti-Semitism row"

"Blogger suspended by SNP over 'vile, anti-semitic' post aimed at Jewish GMB chief Rhea Wolfson"

On 30th July she had written this piece for Common Space where it becomes clear how obsessed she is with rooting out supposed anti-Semites:

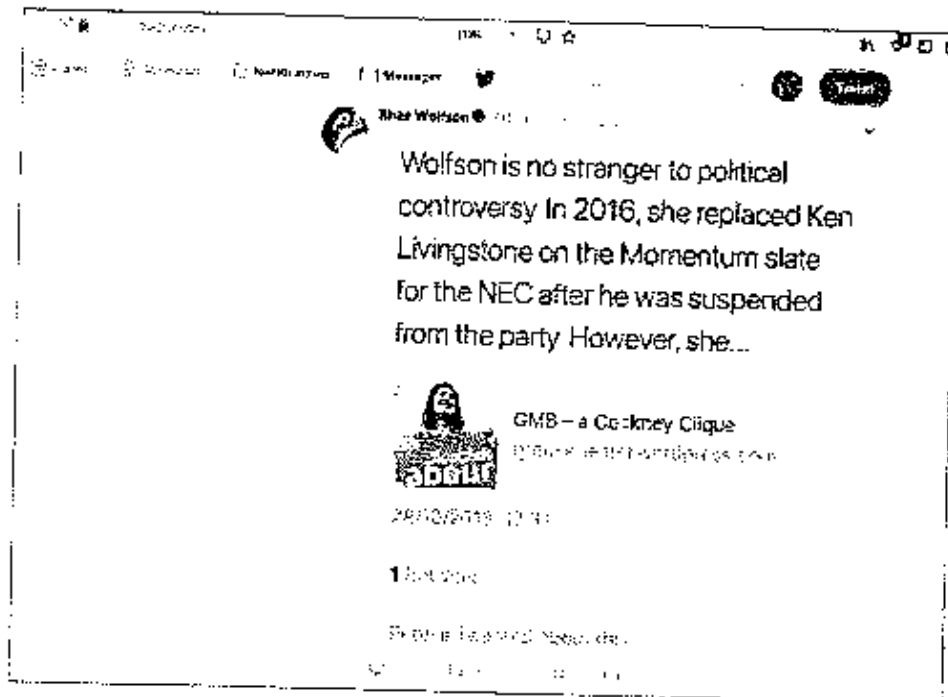
"Rhea Wolfson: I've been a victim of anti-Semitism - Labour is doing the right things to stamp it out" and the same in the Scotsman: "Rhea Wolfson: I've been a victim of anti-semitism, but I trust Corbyn"

There's much more juicy stuff on her twitter feed <https://twitter.com/rheawolfson> which is littered with GMB stuff

And this very juicy one where she accuses an SNP guy of anti-Semitism

<https://twitter.com/LivEastSNP/status/1055644334769049601>

and see this:



On the 1st September I sent this to her on FB:

Dear Rhea,

On Tuesday you will vote on whether or not to adopt the full IHRA. I beg you read this article first <https://mondoweiss.net/2018/08/candidates-definition-antisemitism/> where I asked those NEC candidates in favour of the full IHRA "If it's passed and I said Israel is a racist state, would I get expelled?"

I believe as many as one hundred thousand Party members fear expulsion if the IHRA is adopted.

Possibly the unions and politicians believe what I was told by one Labour MP: "Every other institution in the U.K. from the police and schools to universities and courts use the IHRA definition. For the Labour Party not to, sets us apart from the entire country and the stories that have come out since, show that the leadership has some anti-Semitism on them. That's not right for a party and persons that want to lead the country." But I feel that just because the schools and Unis were browbeaten into it by May's Government, it does not mean that Labour should be too..

I am a Labour activist of 30 years and like many others I've spoken to, fear expulsion. If the full IHRA is adopted, we'll see witch-hunts, purges and media delight. Israel will rejoice, for Labour will have been muzzled.

Yours fraternally,

Pete Gregson,
Edinburgh
Tel 0758 472 2191

P.S. Mondoweiss, who published my article yesterday, is a Jewish on-line news magazine based in Detroit."

On the 17th Sept I sent this on FB:

"Dear Rhea of the NEC,

I am lodging a petition with you from 200 Labour Party members which calls upon you to expel us for declaring Israel to be a racist endeavour. We also deny its claim to be democratic, since Palestinians are denied the vote. The petition is at tinyurl.com/israelihra

We challenge our National Executive Committee to expel us from the Party, if you believe that, according to the IHRA definition you adopted on the 4th Sept, we are anti-Semitic. If you will not, we expect you to return Labour to its previous position, which allowed full freedom of speech on Israel.

On the 6th Sept, John McDonnell stated in an interview with Jewish News "What we're saying is it's anti-Semitic to oppose a Jewish state".

So, according to him, all 200 of us signatories are anti-Semites. We assume he speaks for the NEC, since you passed the full code.

Today, Skwawkbox published an orthodox activist's statement to Jewish Chronicle, in which he attacks the 'zionist agenda' behind the 'smear and witch-hunt' against Jeremy Corbyn. The Chronicle has not published his letter, but Skwawkbox has; here it is. This activist, Shraga Stern is a prominent Charedi (Orthodox) Stamford Hill Jew and was one of the organisers of a letter from twenty-nine leading Orthodox rabbis in support of Labour leader Jeremy Corbyn. The Jewish Chronicle and other outlets immediately claimed the letter was a fake. The letter was authentic.

I thought I best write to you now, as you meet tomorrow. Also, last night I was reported to Brian Roy, General Secretary of the Scottish Labour Party, on the grounds that my petition may bring Edinburgh Central CLP into disrepute (although it is mentioned nowhere). I thought I needed to act fast, before I was suspended. We 200 members call upon Labour's leaders to either expel us for stating the blindingly obvious on Israel or go back to Labour's previous position on the IHRA, where Nakba deniers held no traction.

Best wishes

Pete Gregson

Edinburgh

(Member U156630 - Labour activist of 30 years standing)

P5 There are some Party members who'd like to think that Labour's IHRA troubles are well and truly in the past and it's time to move onto new territory, such as presenting the manifesto, deselecting their MP, etc - but they'd be wrong. By consigning those comrades who believe, like me, that Israel is a racist endeavour into the anti-Semitism bin, Labour risks giving the impression that any minority can bully them into changing their view, so long as enough crocodile tears can be shed. If Labour kow-tows so readily, what hope for the Party in office should it want to implement some really radical ideas in its manifesto such as ending zero hours contracts, rationalising the railways, taxing Amazon, etc? For as soon as the barking dogs of an angry demographic have had their voices amplified by the mainstream media, what are the chances that Labour will stick to its guns? Other reasons for turning back the clock on the IHRA might be 2. to assure the UK's 2.8 million Muslims that their feelings about Palestinians matter as much as that of the country's 370,000 Jews. 3. That allowing Labour to speak out about the racist and undemocratic nature of Israel may encourage some disaffected Muslim to adopt a more peaceful means of protest than reaching for the semtex. 4. That showing the world that freedom of speech and social justice mean as much to Labour as it did when it was founded, etc."

And then the 25th Sept I sent her this:

"Dear Rhea

I have been at Conference, as have you. I've been outside, you've been inside.

I wanted to draw your attention to the actions of the police, who have adopted the full IHRA. I managed to avoid getting arrested (just!).

Please reconsider as to whether the ACC Liverpool is the best venue for Conference, given the very real antagonism of the Merseyside constabulary - who claim to be acting on behalf of the landowners - in banishing free comment on Israel.

I'm sure you also know that Israeli soldiers stopped Muslim speaker Issa Amro from flying to Conference to address one of your Fringe Meetings about how best to secure peace in the Middle East. The event is still on

this Tuesday night, since his Jewish colleague, Miko Peled, has been able to get out of Israel for this. The Stamford Hill Rabbis opposed to the IHRA are coming too. As long as the Met don't interfere. The police questioned me about the rabbis outside conference on Sunday, believing them to be imposters. My account that you read here at www.kidsnotsuits.com/wp-content/uploads/2018/09/Banner-Ban-at-Conference.pdf will either make you laugh or cry

Best wishes
Pete Gregson
Edinburgh"

In retrospect, these messages might not have been the cleverest thing I have ever done. I did not know then she was a raving Zionist.

Pete Gregson 8/11/18

Our Reference: 00054550
222003F
GS/JF

29 November 2018

Mr P Gregson
27 Riversdale Grove
EDINBURGH
EH12 5QS

Dear Mr Gregson,

Trade Union duties mean that I am not in the office much at present. We will look at a new date but when that date is set the hearing must go ahead. If you cannot attend in person then you have the option of putting in a written submission.

I have no intention of getting into a convoluted exchange of correspondence prior to the disciplinary hearing. Enclosed is an outline of the process to be used and right to any appeal if it should be required.

I would draw your attention to the section as to standards expected in how individuals conduct themselves at a hearing.

You have raised a question about an organiser employed by GMB, Rhea Wolfson, and whether she will be in attendance. I need to be very clear that Rhea Wolfson has had no part in this process other than that she is the victim of targeted attacks by you in writing and online for the reason as I will contend at the hearing that she is Jewish and female. I will be referencing your recent and further correspondence from you that references our organiser, at the hearing.

The fact you have targeted a young female GMB organiser who is Jewish in the way is simply outrageous. We take our duty of care to our employees very seriously. In terms of the hearing I need to be very clear this is not a forum to debate our discuss policy.

This is a disciplinary hearing where I will present to the Committee a case that your conduct is in breach of rules and indeed the ethos of and values of GMB. There will be no platform for political grandstanding. There will be no debate about IHRA. I reaffirm that you have the right to be accompanied by a fully financial member of GMB. Other than a fully financial member of GMB individuals will not be admitted to the hearing.

Finally, we are not paying for witnesses to attend the hearing much less flights from the south of England and hotels.

Yours sincerely

GARY SMITH
GMB SCOTLAND SECRETARY

Enc.

REPRESENTATION

- The Union's rules do not provide for legal representation and there is no general legal right for a Union member to insist on being represented. However the Central Executive Council has issued the following guidance:
- GMB members involved in hearings under rules 5 and 35.15 should have the right to be represented by a fully financial member of the same Region.
- Representation will not be permitted by any member who is, or who in the preceding 5 years has been, employed by the Union, or who is in receipt of a pension from the Union;
- The person chairing the hearing should have authority to exclude a representative, where after warning, the representative continues to behave in such an improper, abusive or intimidatory way as to prejudice the proper conduct of the hearing. There shall be no right of appeal against exclusion.
- Para above reflects the expectation that whatever difference may exist, GMB members should behave courteously towards each other. The same standard applies to all those involved in disciplinary hearings. If a representative has behaved in an improper, abusive or intimidatory way (e.g. in correspondence or on the telephone to the Union's staff) before a hearing, the Regional Secretary may draw such conduct to the attention of the Regional President at the start of the hearing. Having heard the representative's response, the Regional President may issue a warning under the above para).

THE HEARING

- The Appendix to this guidance outlines a procedure for the hearing. However, the ultimate responsibility for the conduct of the hearing rests with the Regional President (or the other person chairing the hearing). The Appendix should not be regarded as rigid or inflexible.
- A non-member may attend to give evidence as a witness.
- New or additional allegations must not be added during the course of a disciplinary hearing.

DECISION

- Once the hearing has ended, the Regional Committee should consider its decision in private. The parties to the case (including the Regional Secretary) should not be present.
- Taking each allegation or charge separately, the Regional Committee should
 1. Consider the evidence;
 2. Make findings of fact;
 3. Decide whether those facts constitute a breach of the relevant rule as alleged;
 4. If so decide what penalty (if any) to impose. Note that Rule 5.4, 5.5, and 35.15 provide for different penalties.
- The Regional Committee may announce its decision after the hearing, but in any event this must be conveyed in writing to the member.
- There is no obligation to give reasons for the decision. However, the decision must specify the disciplinary offence of which the member has been found guilty, and any penalty e.g.

"In the opinion of the Regional Committee you acted in breach of Rule 35.15 read with Rule 38, in that between January and December 2008 you

1. Failed to keep proper books of account
2. Failed to attend Branch meetings and
3. Failed to pay Branch Officers' commissions.

The Regional Committee has decided to remove you from office as Branch Secretary, with immediate effect.

- Where there is more than one allegation the Regional Committee should clearly state its decision on each allegation separately.
- A minute should be taken of the hearing, recording the date; the persons attending; the charge(s); and the decision(s). It is not necessary to make a transcript of the proceedings.

APPEAL

- The letter sending the Regional Committee's decision to the member must also explain that if the member is not satisfied with the decision, he/she may appeal in writing under Rule 5.6 or 35.15 (as appropriate). He/she should do this within one month of the decision by writing to the General Secretary, who will refer the appeal to the Central Executive Council. No other person may appeal e.g. to complain the penalty imposed on the member was too light.
- Acting under Rule 10.4, the Central Executive Council has appointed an Appeals Committee to hear appeals under rule. It has also directed that the decisions of the Appeals Committee shall not be subject to approval by the Central Executive Council. Since our appeal system works by way of a complete re-hearing, the Region goes first at the Appeals Committee and presents the case against the member as before.
- As explained in paragraph 3, where a Regional Committee recommends expulsion, the case will go to a committee of the Central Executive Council. Its decision will be final.

Our Reference: 00054627
222003F
GS/JF

3 December 2018

Mr P Gregson
27 Riversdale Grove
EDINBURGH
Midlothian
EH12 5QS

Dear Mr Gregson

As per my previous correspondence I will not be getting into a protracted exchange of correspondence with you.

I will check to see what we have sent you by way of process. If anything else is required you will be sent a copy.

In terms of the hearing, for the avoidance of doubt we have a policy in GMB on IHRA and the hearing you are facing is not a policy event. We will not be taking witnesses to debate policy. In essence and as set out previously, it will be my contention that you have indulged in anti-Semitism, you have breached the rules of the union and you in have deliberately targeted an employee of the union for reasons she is a young Jewish woman.

I will be writing to you with an alternative date for the hearing this week. If you cannot attend you are invited to submit any evidence in writing.

Yours sincerely



GARY SMITH
GMB SCOTLAND SECRETARY

Our Reference: 00054747
222003F
GS/JF

10 December 2018

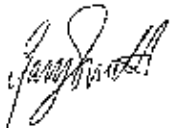
Mr P Gregson
27 Riversdale Grove
EDINBURGH
Midlothian
EH12 5QS

Dear Mr Gregson

Disciplinary Hearing

I confirm the new date for the hearing will be Wednesday 19 December 2018 and will commence at 11am. The venue for the hearing will be in our GMB Office, Fountain House, 1 Woodside Crescent, Charing Cross, Glasgow G3 7UJ in the Will Thorne Suite. The reception is located on the first floor.

Yours sincerely



GARY SMITH
GMB SCOTLAND SECRETARY

Our Reference: 00054746
222003F
GS/JF

10 December 2018

Mr P Gregson
27 Riversdale Grove
EDINBURGH
Midlothian
EH12 5QS

Dear Mr Gregson

Disciplinary Process

It appears you were not sent a copy of the relevant appendix relating to the process and procedure to be used at the forthcoming disciplinary hearing. It is now attached.

I need to reiterate that the hearing will not be debating any policy matters including IHRA. GMB has a settled policy on IHRA. Any witnesses you call must directly offer evidence or mitigation in relation to the breaches of rule to be considered at the hearing. We have been contacted by individuals who apparently want to act as a witness on your behalf.

In advance of the hearing and given all the correspondence that has been circulated by yourself please let me know which part of the rule book or part of mitigation they wish to raise. This will ensure that we can have a hearing that focuses on points of fact and rule and not policy.

Yours sincerely



GARY SMITH
GMB SCOTLAND SECRETARY

Enc.

Appendix
Procedure at Rule 5 and Rule 35.15 Disciplinary Hearings

1. The Regional President should open by reminding those present that the hearing is being conducted under Rule 5.4, 5.5 and/or 35.15 (as appropriate), and is to consider the charge(s) set out in the Regional Secretary's letter of [DATE] to the member.
2. The Regional President should check that the initial procedures are in order, and that the parties are ready to proceed. He/she should then outline the procedure he/she intends to follow e.g. indicate whether witnesses will be allowed into the room before giving evidence.
3. The Regional Secretary² should then present the charge against the member. The Regional Secretary may make an opening statement and present documents. He/she may then give evidence and call appropriate witnesses*.
4. As each witness (including the Regional Secretary) gives evidence, the member may then question that witness. The members of the Regional Committee can also question each witness.
5. When in the President's opinion the Regional Secretary has had sufficient opportunity to present the case against the member, he/she should then invite the member to present his/her case.
6. The member may make an opening statement and present documents. He/she may then give evidence and call appropriate witnesses*.
7. As each witness (including the member) gives evidence, the Regional Secretary may then question that witness. The members of the Regional Committee can also question the witness.
8. When in the President's opinion the member has had sufficient opportunity to present his/her case, he/she should then ask the Regional Secretary and the member to make a final statement.
9. When satisfied that both sides have completed their presentation, the Regional President should ask them and their witnesses to withdraw so that the Regional Committee can consider its decision.
10. The Regional Committee can "reserve" its decision. Otherwise, the Regional President will then call both parties back into the room and inform them verbally of the decision (on each charge, if more than one). If the Committee has found against the member, the Regional President should

² Reference to Regional Secretary includes a reference to an Officer nominated by him/her to present the case.

then notify him/her of their right to appeal, adding that this will be confirmed in writing.

11. In the event that the Regional Committee recommends expulsion from the Union under rule 5.5, the Regional President should inform the parties accordingly. The Regional Secretary should then notify the General Secretary of the recommendation. The General Secretary should in turn arrange a meeting of a committee of the Central Executive Council to consider the recommendation.

** Each witness shall individually be called into the meeting to give evidence and answer questions and shall leave once he/she has done so.*

Our Reference: 00054744
222003F
GS/JF

10 December 2018

Mr P Gregson
27 Riversdale Grove
EDINBURGH
Midlothian
EH12 5QS

Dear Mr Gregson

Disciplinary Action


As you know we are seeking to get a new date for a disciplinary hearing relating to yourself. I note that you have apparently issued addresses and/or circulars as well as let our business be known to the press and other outside bodies in breach of Rule 35 point 13. Moreover, you have issued addresses and circulars to branches and other individuals within the union without the appropriate approval again in breach of Rule 35 as above.

This will be presented in the case against you at the forthcoming disciplinary.

Please note your email account is likely to be blocked as you have sent unsolicited emails to people across our organisation.

This issue of unsolicited emails will need to be looked into in relation to potential breaches of data protection legislation. If you wish to contact our office you may need to do so by post for the reasons set out above.

Yours sincerely



GARY SMITH
GMB SCOTLAND SECRETARY

Our Reference: 00054743
222003F
GS/JF

10 December 2018

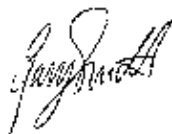
Mr P Gregson
27 Riversdale Grove
EDINBURGH
Midlothian
EH12 5QS

Dear Mr Gregson

You are required to cease and desist sending unsolicited emails to activists and employees of GMB. You have contacted a number of people in GMB without their consent. This must stop and as per my previous letter I think your conduct is again a clear breach of rule.

In response to queries you have raised, you will not be showing a film at the forthcoming disciplinary hearing. Again let me restate that we are not debating policy on IHRA at the disciplinary hearing. The committee will make a determination on whether you have breached the rules of the union as has been set out previously. Moreover the committee will be asked to consider the vitriol you have displayed in targeted attacks on a young, female GMB organiser who is Jewish. I now on your most recent email you say "I despise her." This is absolutely appalling and completely at odds with any notion of reasonable standards of behaviour. The individual that you have targeted had nothing to do with the case against you and that makes your behaviour even more sinister.

Yours sincerely



GARY SMITH
GMB SCOTLAND SECRETARY

From: "Scotland" <Scotland@gmb.org.uk>
Date: 3 December 2018 at 09:45:52 GMT
To: "Gary Smith" <Gary.Smith@gmb.org.uk>
Subject: Fwd: FAO Gary Smith, GMB : Anti-Semitism accusations against me

Hi Gary,

See below.

Cheers,

Begin forwarded message:

From: "Peter Gregson" <postmaster@roseburn32.plus.com>
Date: 3 December 2018 at 08:07:48 GMT
To: scotland@gmb.org.uk, info@gmb.scotland.org.uk
Cc: info@gmb.org.uk, sarah.owen@gmb.org.uk, cath.speight@gmb.org.uk,
"Andrew McDonald" <Andrew.McDonald@gmbactivist.org.uk>,
sandie.rowlands@gmb.org.uk, annette.drylie@gmb.org.uk, "Karen Leonard"
<KL.Leonard@gmb.org.uk>, press.office@gmb.org.uk
Subject: RE: FAO Gary Smith, GMB : Anti-Semitism accusations against me

Dear Gary,

I received the attached letter from you this weekend. There are a few points that need clarification.

On the covering letter, you say "Other than a fully financial member of GMB, no other individuals will be admitted to the hearing".

But then on the first of the following pages, under the section named THE HEARING, the text clearly reads "A non-member may attend to give evidence as a witness".

Can you clarify to me now as to whether my witnesses will be allowed to attend and speak? They may number 3 – none are GMB members.

Also, in the section marked THE HEARING there are the words "an appendix to this guidance outlines a procedure for the hearing". But I do not have that appendix. Can you send it me?

On your letter, you also say "There will be no debate about IHRA".

But I am charged with anti-Semitism according to the IHRA. And as we both know from the document you sent me, published by the IHRA, the IHRA definition of anti-Semitism is pretty vague. By its own admission it is a "non-legally binding working definition of anti-Semitism" – yet I am to be judged by it.

And it appears you seek to condemn me on an "example that may serve as an illustration". Presumably the use of the word "may" here means that there is room for debate?

The IHRA Working Definition of Anti-Semitism goes on:

"Manifestations might include the targeting of the state of Israel, conceived as a Jewish collectivity."

The whole document is riddled with the words "might" and "may". So it is very much in the eye of the beholder as to whether anything I could have done, be defined as anti-Semitic. There is no absolute definition in the "Working Definition".

I will agree one thing. I am guilty of "Accusing Israel as a state, of inventing or exaggerating the Holocaust". It is the exaggerating part I admit to. But here I must refer you to the words of the Israeli former minister of Education, Shulamit Aloni, who said in a US interview that "anti-Semitism is a trick. We always use it". The interviewer said: "Often, when there is dissent expressed in the United States against policies of the Israeli government, people here are called anti-Semitic. What is your response to that as an Israeli Jew?". Shulamit Aloni replied: "Well, it's a trick, we always use it. When from Europe somebody is criticizing Israel, then we bring up the Holocaust..."

So if a former Israeli government minister says that Israel exaggerates the Holocaust whenever it suits itself to do so, then presumably that whole example becomes meaningless.

Of course I will need to go on about these woolly examples at the hearing.

You seek "No debate about the IHRA" but how on earth can the Committee come to a decision as to whether I am anti-Semitic or not, without looking at what the IHRA says? Since so much of it is unclear or contradictory how can it be used as a test for anti-Semitism?

As the Palestinian trade unions note, the IHRA is a "politicised and fraudulent definition of anti-Semitism". Do you really think it is of value here to ignore these people's view? Are we trade unionists, or not? Is it GMB policy to support the Palestinians? It is. On 17/10/17 the Jewish Chronicle reported that "The National Union of Teachers, Unison, the GMB, Aslef and Unite The Union are among a near unanimous show of support from the union movement for the *Justice Now: Make it Right For Palestine* demonstration taking place on Saturday November 4. The rally is organised by the Palestinian Solidarity Campaign, the Stop The War Coalition, the Friends of Al Aqsa and the Muslim Association Of Britain."

So why would the GMB now ignore their Palestinians trade unionist brothers' and sisters' heartfelt plea? How can the union have it both ways – ie supporting the Palestinians and the Israeli state equally?

In your letter you also refer to Rhea Wolfson and make clear she will not be in attendance. But I think she needs to be – might she not speak on her own behalf, and bear witness against me, and make herself available for cross-examination? Then she can deny any role in my suspension. She may also deny that she fought for

the IHRA definition to be adopted at the NEC, but then that would be lying, for there is plenty of evidence that she did.

You seem to be particularly keen to promote the fact that she is Jewish and female. The funny thing is, in the papers you have submitted as evidence, I have made no reference to her ethnicity, apart from mentioning in passing that she "is former president of the Oxford University Jewish Society." But I would have thought anybody could be president of OJUS, even a non-Jew? Otherwise it would be a discriminatory body, would it not?

Of course, I did refer to her as a raving Zionist – but presumably non-Jews can be raving Zionists too? (I'm thinking Trump here)

I look forward to hearing from you on the above matters.

Best wishes

Pete

From: Peter Gregson <postmaster@roseburn32.plus.com>

Sent: 28 November 2018 03:23

To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmb.scotland.org.uk' <info@gmb.scotland.org.uk>

Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>; 'press.office@gmb.org.uk' <press.office@gmb.org.uk>

Subject: RE: FAO Gary Smith, GMB : Anti-Semitism accusations against me

Dear Gary,

I received your letter (attached) last night and I would like to take you up on the possibility of changing the date of the hearing.

As I mentioned in my last email, on that date we are implementing the ear reconstruction database across Scotland. It is quite impossible for me to attend as my employer comes first. All next week will be an implementation and there are significant challenges in making changes to the Trek patient information environment. At the minimum, the data of one million patients and staff at NHS are affected if anything goes wrong. By the evening of Friday 7th December the process should be well underway and I would be able to ask my bosses if they could release me (probably unpaid) to attend a GMB hearing for a day off in the week, commencing 10th December.

Would you be able to propose a new date for me as soon as possible, please? I need to book time away from my desk well in advance, for I am working on a number of projects for various clinicians.

I have a second very important question to which I seek an answer. Will the GMB cover the expenses of those who will speak as witnesses at my hearing? I have two people who seek to attend, Tony Greenstein, Vice-Chair of Labour Against the

Witch-hunt, would be travelling from Brighton; he may need accommodation in addition to travelling expenses – perhaps I could share the costs with the GMB if the union is short of cash? My second witness at present is Donny Gluckstein, a rep with EIS Scotland, and organiser of Stand up to Racism in Edinburgh, who would be coming from Edinburgh, like me.

There may be a Palestinian attending too.

It is very important for me to be able to call these witnesses, and I seek that the GMB support them in attending.

You mention in your letter that I can be represented at the hearing by a paid-up member of the GMB. I plan on conducting my own defence, but I will bring along my GMB comrade Kev Ferguson to support me in so doing – if he can get time off from his new job at NHS National Services Scotland to attend. Again, he is a senior project manager there, so maximum notice is required.

I still have many questions around the GMB Disciplinary Proceedings and the hearing itself. If you scroll down you will see them. I would like as many of these answered as possible, please?

I look forward to hearing from you.

Yours sincerely,

Pete Gregson

From: Peter Gregson <postmaster@roseburn32.plus.com>

Sent: 23 November 2018 07:27

To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmb-scotland.org.uk' <info@gmb-scotland.org.uk>

Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>; 'press.office@gmb.org.uk' <press.office@gmb.org.uk>

Subject: RE: FAC Gary Smith : Anti-Semitism accusations against me

Dear Gary,

I wanted to follow up on my email to you of Wednesday. Will the GMB pay the travelling expenses of those attending to speak in my defence? One witness has come forward who would like to attend the hearing, the Vice-Chair of Labour Against the Witch-hunt (who issued this statement to the press recently). He has asked about expenses and I have explained that I would ask. He would be coming from Brighton.

My second point relates to what I would expect to see in a Disciplinary Policy & Procedures document. Please see attached the one from my employer. I assume that my trade union would also have similar in place, with similar information? I'd be most grateful if you could send it to me.

With this new IHRA definition you have, I expect the GMB will need a fair few copies. You might say that I am just the tip of the iceberg? Most sane people can see Israel is a racist state; I hope many more trade unionists come forward for your scrutiny – we will not be bullied into silence for speaking out about the most racist country in the world.

I look forward to hearing from you.

Best wishes

Pete Gregson

From: Peter Gregson <postmaster@roseburn32.plus.com>

Sent: 21 November 2018 19:35

To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmbScotland.org.uk' <info@gmbScotland.org.uk>

Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>; 'press.office@gmb.org.uk' <press.office@gmb.org.uk>

Subject: RE: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary,

I received the attached from you today.

You are requesting I attend a disciplinary hearing on the Thursday 6th Dec at 11am in Glasgow.

I will have problems attending on that day. I am employed as a Trak IT programmer and on that day I meet with senior NHS Consultants to sign off the Ear Reconstruction database; this is a database that will be used throughout Scotland (in Glasgow too) and will serve to assist children from birth to late teens born without hearing or with Microtia (an absence of ears) to acquire both ears and hearing through the course of many complex and painstaking operations. That day represents the climax of some six months work representing significant investment of resources by both NHS Lothian and Drs Ken Stewart (Plastic Reconstruction – Royal Hospital for Sick Children and St John's Hospital in Livingston) Alex Bennet, senior consultant (ENT – Edinburgh Lauriston Hospital) and myself as lead officer and my colleagues.

As you might appreciate, there is a problem for me in cancelling a significant event such as this where large sums of NHS money have been invested, and children and clinicians stand to benefit from the speedy introduction of this software.

In addition I have scant annual leave left; I have two children at school and I have used up almost all my annual leave; some is needed to be held back for emergencies.

Travelling to Woodlands in Glasgow from my place of work in Edinburgh by public transport will take 1 hr 52 mins according to Google Maps. If the meeting takes two hours, then there is the journey back to work – a total of 6 hrs. I work a 7.5 hr day. Since you have suspended me as steward, I am no longer entitled to facility time.

Since your hearing will require a day of my life if it is held in Glasgow, I wanted to propose to you the hearing is held in Edinburgh. Your offices at Timberbush in Edinburgh would perhaps be suitable? I can get to them in 50 minutes from my work; we are talking about all in, less than ¾ a day for the hearing plus travel time. Ideally – for me – the hearing would be held in the evening, thereby allowing me not to lose any of my paid holiday, but if that were not possible, can I request that it is held in the afternoon, at around 3pm? That way I shall only lose ¾ a day of my leave.

I have a couple more questions for you. In your last letter to me you said you would be writing to my employer, indicating my situation regarding the union suspending me. Would you be able to provide me with a copy of the letter you sent?

Secondly, in your letter you say I can be represented by a "fully financial member of GMB Scotland". I have not come across this term before – can you explain what kind of member you refer to?

Thirdly, in relation to procedure: Can I call witnesses and do I have the right to cross examine them? Will you be calling witnesses? Can I call upon Rhea Wolfson to present herself at the hearing, and answer my questions? Will a verbatim record of the hearing be kept to which I might add comment prior to signing off? I have been through this with other unions and that is the process they follow. What is the process the GMB follows?

In addition, who will be present? You say you are the investigating officer, which surprises me, as the investigating officer is seldom one so senior as yourself, and generally would not make the statements you have made, which assume guilt before you had even seen my response to the allegations.

If you are the Investigating Officer, who are the individuals who will make judgement on my case? Will they make a judgement on the day, or is this a hearing to hear witnesses and review written statements? Who is the Nominated Officer, who will preside over proceedings. My understanding and experience is that the Nominated Officer and Investigating Officer cannot be the same person.

I know I have asked you for a copy of the Disciplinary Policy, but the rulebook you sent by way of response says nothing about Disciplinary Procedures. Every employer I have ever had, whether that be in the public or voluntary sector had Disciplinary Procedures freely available to staff which clearly laid out expectations, timescales and procedures. At our shop steward training we bring these Disciplinary Procedures along for dissection. I cannot believe that the GMB asks shop stewards to work to a Disciplinary Procedures but cannot provide one of its own. Can you provide me with it, or at the very least replies to the answers I have laid out above?

In your earliest letters, you indicate that the Scottish Committee of the union will be convened to consider taking action against me. By my understanding the Committee members are yourself as Gen Secy plus Jim Lennox, Chair; Tom Carr-Pollock; Brenda Carson; Annette Drylie; Mary Finn; Alex Logan; Fran McNeill; Mary Mulligan; Charlie Robertson; Duncan Walker; John McKenzie; June Minnery; Cathy Murphy and Phyllis Riddell.

Will the Committee be present at the hearing? If not, when might I address them? .. since if they are the Executive for Scotland who will be considering action then it would only be fair that I get the chance for me to put the case to them myself.

There are a number of other matters raised in the letter I received from you today. Of course I oppose the IHRA definition of anti-Semitism. I have already shared with you the view from our Palestinian brothers and sisters in the union movement that it is a "politicised and fraudulent definition of anti-Semitism". ([See here](#)).

Regarding the other points you have raised, there was nothing in the documents you sent me marked confidential. And even if there were, it is not something I have ever agreed to – confidentiality can only be agreed with the consent of both parties; an action by one stating as much does not bind the other.

Indeed your instructions to "cease and desist" are in breach of my rights according to the Universal Declaration of Human Rights Articles 18–21, which sanctions the so-called "constitutional liberties", with spiritual, public, and political freedoms, such as freedom of thought, opinion, religion and conscience, word, and peaceful association of the individual.

You complain about material posted on the National website about your "young Jewish female Organiser" which I guess can only be Rhea Wolfson who is actually 27 years old. Young can only be applied to persons up to the age of 26, so she is no longer "young" as you claim. She is also extremely high up in the Labour Party, sitting on the National Policy Forum, and is no stranger to controversy. She actually helped bring the IHRA into force both in Labour and in the GMB; she is highly placed in the self-declared Zionist group called "the Jewish Labour Movement" an organisation which was shown in "[the Lobby](#)" to be funded by the Israeli Government to bring down Labour politicians that Netanyahu had declared as dangerous to the Zionist project of racist domination over other, less fortunate, Israeli citizens (like Arabs).

So to describe her as a "young Jewish female Organiser" is somewhat wide of the mark. I prefer the phrase "Ambitious Zionist zealot who has political aspirations to be an MP for Livingston", since she is not only the Labour candidate but Chair of Almond Valley CLP. That she organised the strike in Glasgow that lost women wages when a) they were going to get the money anyway and b) to use said women's situation as a stick to beat the SNP, when Labour had spent millions rejecting the claim years earlier, suggests that she might actually be a liability for not just the GMB but for Labour as well.

I have more to say on the subject but I shall save that for the meeting. In regard to your concern that I mentioned her in a post (since deleted) I must state there is nothing in the rulebook that says dangerous officers need to be kept confidential.

In regard to the questions I have put to you above, and for the need to move the meeting, I look forward to hearing from you.

Best wishes

Pete Gregson

From: Peter Gregson <postmaster@roseburn32.plus.com>
Sent: 07 November 2018 00:42

To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmb-scotland.org.uk' <info@gmb-scotland.org.uk>
Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>
Subject: RE: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary,

I received yet another letter from you today (attached) in which you continue to make claims that something I have done is anti-Semitic. Yet you fail to define what is anti-Semitic. You cannot tell to "cease and desist" as you put it - something which you have not defined. Anti-Semitism is defined by the OED as "hostility to or prejudice against Jews" - none of my Jewish friends consider anything I have done as anti-Semitic, so why should you?

Furthermore, you have yet to respond to the matters I put to you earlier. I therefore request from you, as soon as possible, the following documents:

- A copy of the GMB policy on anti-Semitism [Has the GMB adopted the IHRA definition of anti-Semitism? This claims that describing Israel as a racist endeavour is anti-Semitic.]
- A copy of the GMB anti-Racism policy
- A copy of the Disciplinary Policy and Procedures

If you are unwilling to supply these, I suppose I will need to either:

- a. Appeal to the Scottish Committee, explaining that you seem unwilling to fulfil your duties and/or
- b. Appeal to our MPs in Parliament to intervene: I can see that at least one MP is Zionist: Ruth Smeeth is funded by the Israeli lobby ([see here](#)) so no point in asking her;

However, MPs Jo Stevens, Richard Burgon, Dawn Butler are not – they are Labour for Palestine and the Middle East ([see here](#)) so they may support what I am doing.

Appeal to our seven Labour MSPs – both current and past – two in particular who are ex-GMB: Michael McMahon and Duncan McNeil, may wish not to see their old union failing to deal with members fairly.

You seem to be forgetting who pays your wages. You have a responsibility to members which outweighs any pro-Zionist values you espouse.

Sadly – and to the detriment of NHS staff, in your letter you forbid me from continuing my activities as a GMB Shop Steward - even though I am presently working with GMB members on a grading dispute. Shall our NHS staff (many of whom would join the GMB) lose out whilst you pursue your vendetta against me? I fully expect you to take as long as you possibly can to resolve this "anti-Semitism" matter – because

- a. You have no evidence of actual anti-Semitism— whilst the only prejudice you know I hold is against Zionists - and I assume you know that true Judaism and Zionism are quite opposite (see the Naturel Karta for more info)
- b. The needs of members and of building membership seems to count for little in your eyes when you are caught up in defending a policy which is utterly indefensible

I look forward to hearing from you at your earliest convenience.

Best wishes

Pete Gregson

From: Peter Gregson <postmaster@roseburn32.plus.com>
 Sent: 06 November 2018 08:38
 To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmb.scotland.org.uk' <info@gmb.scotland.org.uk>
 Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>
 Subject: RE: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary,

I have not heard back from you. A few days ago I read this "Israel settlers dump sewage on Palestinian school in Qalqiliya" See <https://www.middleeastmonitor.com/20181102-israel-settlers-dump-sewage-on-palestinian-school-in-qalqiliya>

Will the GMB be for the settlers, or the Palestinians?

Thus far I see you support the settlers. I beg you to consider changing sides.

Yours

Pete

From: Peter Gregson <postmaster@roseburn32.plus.com>
 Sent: 05 November 2018 06:07
 To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmb.scotland.org.uk' <info@gmb.scotland.org.uk>
 Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>
 Subject: RE: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary Smith,

I urge you to read this article from the 28th of August this year, just before the GMB pushed for the full IHRA at Labour's NEC meeting on the 4th Sept.

It is headed "Labour must reject biased IHRA definition that stifles advocacy for Palestinian rights" and is an appeal by Palestinian civil society to the British Labour Party and affiliated trade unions. It is signed by 24 Palestinian trade unions. I was very saddened at the time that my union had ignored this appeal. You can read it at <https://www.opendemocracy.net/uk/palestinian-civil-society-groups/labour-must-reject-biased-ihra-definition-that-stifles-advocacy>. These trade unions correctly observe that the IHRA is a "politicised and fraudulent definition of antisemitism". I fear that by ignoring this appeal the GMB have betrayed our Arab brothers and sisters.

Norman Finkelstein, whose parents suffered in the Warsaw ghetto under the Nazis, also warned Labour against the IHRA in his blogpost of 28th August 2018 [WHY THE BRITISH LABOUR PARTY SHOULD NOT ADOPT THE IHRA DEFINITION OR ANY OTHER DEFINITION OF ANTISEMITISM](#). Another appeal that was ignored.

Yours sincerely,

Pete Gregson

PS If you doubt my motives, I refer you to two recent press articles about what I am doing: [National 31/10/18](#) ; [Common Space 26/10/18](#)

From: Peter Gregson <postmaster@roseburn32.plus.com>
Sent: 04 November 2018 21:18
To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmb-scotland.org.uk' <info@gmb-scotland.org.uk>
Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>
Subject: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary Smith,

I received the attached from you today, an accusation that I am indulging in anti-Semitic activities, presumably on account of my petition at <https://www.change.org/p/to-chair-of-labour-s-nec-andy-kerr-labour-members-declaring-israel-is-a-racist-endeavour-call-on-nec-to-abandon-full-ihra> (and associated updates) which in space of two months has attracted over 700 signatures from Labour Party members, at a rate of over 10 per day. [I can only hope this rate increases- I continue to do my utmost to promote it.]

That my union has seen fit to see this activity as anti-Semitic beggars belief. You indicate in your letter that the action against me will be in line with Rule 5 of the union's rule book.

After a lot of searching I finally found the rule book at <http://www.gmb.org.uk/about/how-gmb-works/gmb-rule-book>

I note under Rule 5 it says membership may be cancelled "... if the member encourages or takes part in the activities of any organisation or group whose policies or aims are racist or promote racist beliefs..."

It is my view that the GMB leadership itself, by its unquestioning support for the IHRA definition of anti-Semitism at Labour's NEC, who is the agency that is allowing racism to flourish— in this case the ongoing discrimination against - and persecution of - the Palestinian people.

I would request from you, at your earliest convenience, the following documents:

- A copy of the GMB policy on anti-Semitism [Has the GMB adopted the IHRA definition of anti-Semitism? This claims that describing Israel as a racist endeavour is anti-Semitic. If so, the GMB is ignoring the Nakba, the expulsion of 750,000 Arabs in the creation of the state of Israel, the slaughter on many children which Zionists undertook the better to make the population flee, the current situation where there are over 50 laws discriminating against non-Jews, most recently the "Nation State" law passed in July: if you have time, please view this illuminating video by Dr. Shir Hever Know your Stuff: Israel's "Jewish Nation-State Law" Explained - which explains how racism in Israel is now part of the country's Basic Law.]
- A copy of the GMB anti-Racism policy
- A copy of the Disciplinary Policy and Procedures

I have copied in the GMB reps to the NEC as I have been in touch with them regarding the GMB's shameful support for the full IHRA, an action which has been a gift to Netanyahu and Zionists everywhere. The GMB is tacitly supporting a racist regime, by effectively supporting banning criticism of it. The way it looks, is as if the GMB are therefore indirectly supporting apartheid.

I also copy in Sandie Rowlands, Education & Equalities Officer and Annette Drylie, Chair of the Scottish Equalities Forum. Their "Equality Document - Building an Inclusive Union" could perhaps be revised to take account of the interests on Muslim members and would-be members; the fate of the Palestinians is an issue that many Muslims are explicitly concerned about; that the GMB is openly pro-Zionist and initiating disciplinarys again those who call out racism in the Middle East will do nothing to help us recruit Muslims into our union; if we seek to be inclusive we must not, unwittingly, promote a Zionist doctrine of Jewish supremacy.

I have also copied in my Branch chair, who may be interested to understand more about the position the Scottish Committee are taking on this matter.

In the meantime, I shall continue my union activities at NHS Lothian - there is a big grading issue that affects thousands of NHS admin staff that I am learning about - with workers who are sick of Unison's complacency on the matter- and who would like the GMB to take up the cudgel with management. Before progressing the matter I shall seek Karen Leonard's view.

I do feel that a trade union ought to focus on matters relating to the welfare, terms and conditions and pay of its members. I urge you to remember that we are all (in theory) on the same side.

Finally, can you advise me if Unionline Scotland might be able to help me with financial legal support? I have two QCs who are itching to engage on the IHRA. Presumably the union will consider meeting my legal costs on this matter, as any expulsion I will most certainly take to a Judicial Review. I will seek costs. I believe I shall win. How will rank and file GMB members feel about seeing their subs used to pay legal costs - so that you might seek to defend the indefensible?

Yours sincerely,

Peter Gregson

GMB Member Number 222003F

From: "Peter Gregson" <postmaster@roseburn32.plus.com>
To: <scotland@gmb.org.uk>, <info@gmbScotland.org.uk>
Cc: <info@gmb.org.uk>, <sarah.owen@gmb.org.uk>, <cath.speight@gmb.org.uk>, "Andrew McDonald" <Andrew.McDonald@gmbactivist.org.uk>, <sandie.rowlands@gmb.org.uk>, <annette.drylie@gmb.org.uk>, "Karen Leonard" <KL.Leonard@gmb.org.uk>, <press.office@gmb.org.uk>

Date: Friday, December 07, 2018 08:57

Subject: RE: FAO Gary Smith, GMB : Anti-Semitism accusations against me

History: ➤ This message has been forwarded.

Dear Gary,

I received the attached from you recently. My first request is this – every letter you send me by recorded delivery arrives when I am at work. I must make a round trip to the sorting office, a journey of 10 miles by car (buses are impossible – I usually cycle in town; the sorting office is 5 miles in the opposite direction from my work). It would make it so much easier if you could email me?

My second request is – can I show video at the hearing? I will bring the equipment – all I need is a white wall to project onto. I think Miko Peled will give me his witness statement on video – he lives in the USA, but supports what I do- he features on my flyers; I worked with him at Labour Conference in September. Would that be OK?

My third requests are as below – might witnesses speak, etc – you did not respond to these queries in the attached letter, just continued to pretend Rhea was young (we have established that at 27, she is not- she no longer fits the criteria).

In conclusion – you assert I have indulged in anti-Semitism; my contention is that I have not. This is not about GMB policy- this is about definitions. The policy the GMB has adopted is full of holes- even the man who wrote (Stern) says it is unsuitable for the purpose to which you are putting it.

I must make that clear – this is not about policy. This is about what the IHRA definition actually says. That is what my witnesses will address. I need you to, to explain what you think anti-Semitism is. Because I imagine the GMB Scotland will think (as most do) that anti-Semitism is simply as what the OED says it is: "hostility to or prejudice against Jews."

My problem is with Zionists. And I am not sure you know the difference between a Zionist and a Jew. At least 50% of Jews are not Zionists. Rhea, unfortunately, is both a Jew and a Zionist. As a Jew, I love her; as a Zionist, I despise her.

Best wishes
Pete

From: Peter Gregson <postmaster@roseburn32.plus.com>
Sent: 03 December 2018 08:07
To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmbScotland.org.uk' <info@gmbScotland.org.uk>
Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>; 'press.office@gmb.org.uk'

<press.office@gmb.org.uk>

Subject: RE: FAO Gary Smith, GMB : Anti-Semitism accusations against me

Dear Gary,

I received the attached letter from you this weekend. There are a few points that need clarification.

On the covering letter, you say "Other than a fully financial member of GMB, no other individuals will be admitted to the hearing".

But then on the first of the following pages, under the section named THE HEARING, the text clearly reads "A non-member may attend to give evidence as a witness".

Can you clarify to me now as to whether my witnesses will be allowed to attend and speak? They may number 3 – none are GMB members.

Also, in the section marked THE HEARING there are the words "an appendix to this guidance outlines a procedure for the hearing". But I do not have that appendix. Can you send it me?

On your letter, you also say "There will be no debate about IHRA".

But I am charged with anti-Semitism according to the IHRA. And as we both know from the document you sent me, published by the IHRA, the IHRA definition of anti-Semitism is pretty vague. By its own admission it is a "non-legally binding working definition of anti-Semitism" – yet I am to be judged by it.

And it appears you seek to condemn me on an "example that may serve as an illustration". Presumably the use of the word "may" here means that there is room for debate?

The IHRA Working Definition of Anti-Semitism goes on:

"Manifestations might include the targeting of the state of Israel, conceived as a Jewish collectivity."

The whole document is riddled with the words "might" and "may". So it is very much in the eye of the beholder as to whether anything I could have done, be defined as anti-Semitic. There is no absolute definition in the "Working Definition".

I will agree one thing. I am guilty of "Accusing Israel as a state, of inventing or exaggerating the Holocaust". It is the exaggerating part I admit to. But here I must refer you to the words of the Israeli former minister of Education, Shulamit Aloni, who said in a US interview that "anti-Semitism is a trick. We always use it". The interviewer said: "Often, when there is dissent expressed in the United States against policies of the Israeli government, people here are called anti-Semitic. What is your response to that as an Israeli Jew?". Shulamit Aloni replied: "Well, it's a trick, we always use it. When from Europe somebody is criticizing Israel, then we bring up the Holocaust..."

So if a former Israeli government minister says that Israel exaggerates the Holocaust whenever it suits itself to do so, then presumably that whole example becomes meaningless.

Of course I will need to go on about these woolly examples at the hearing.

You seek "No debate about the IHRA" but how on earth can the Committee come to a decision as to whether I am anti-Semitic or not, without looking at what the IHRA says? Since so much of it is unclear or contradictory how can it be used as a test for anti-Semitism?

As the Palestinian trade unions note, the IHRA is a "politicised and fraudulent definition of anti-Semitism". Do you really think it is of value here to ignore these people's view? Are we trade unionists, or not? Is it GMB policy to support the Palestinians? It is. On 17/10/17 the Jewish Chronicle reported that

"The National Union of Teachers, Unison, the GMB, Aslef and Unite The Union are among a near unanimous show of support from the union movement for the *Justice Now: Make It Right*

For Palestine demonstration taking place on Saturday November 4. The rally is organised by the Palestinian Solidarity Campaign, the Stop The War Coalition, the Friends of Al Aqsa and the Muslim Association Of Britain."

So why would the GMB now ignore their Palestinians trade unionist brothers' and sisters' heartfelt plea? How can the union have it both ways – ie supporting the Palestinians and the Israeli state equally?

In your letter you also refer to Rhea Wolfson and make clear she will not be in attendance. But I think she needs to be – might she not speak on her own behalf, and bear witness against me, and make herself available for cross-examination? Then she can deny any role in my suspension. She may also deny that she fought for the IHRA definition to be adopted at the NEC, but then that would be lying, for there is plenty of evidence that she did.

You seem to be particularly keen to promote the fact that she is Jewish and female. The funny thing is, in the papers you have submitted as evidence, I have made no reference to her ethnicity, apart from mentioning in passing that she "is former president of the **Oxford University Jewish Society**." But I would have thought anybody could be president of OUIS, even a non-Jew? Otherwise it would be a discriminatory body, would it not? Of course, I did refer to her as a raving Zionist – but presumably non-Jews can be raving Zionists too? (I'm thinking Trump here)

I look forward to hearing from you on the above matters.

Best wishes

Pete

From: Peter Gregson <postmaster@roseburn32.plus.com>

Sent: 28 November 2018 03:23

To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmbscotland.org.uk' <info@gmbscotland.org.uk>

Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>;

'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>;

'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>;

'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>;

Karen Leonard <KL.Leonard@gmb.org.uk>; 'press.office@gmb.org.uk' <press.office@gmb.org.uk>

Subject: RE: FAO Gary Smith, GMB : Anti-Semitism accusations against me

Dear Gary,

I received your letter (attached) last night and I would like to take you up on the possibility of changing the date of the hearing.

As I mentioned in my last email, on that date we are implementing the ear reconstruction database across Scotland. It is quite impossible for me to attend as my employer comes first. All next week will be an implementation and there are significant challenges in making changes to the Trak patient information environment. At the minimum, the data of one million patients and staff at NHSL are affected if anything goes wrong. By the evening of Friday 7th December the process should be well underway and I would be able to ask my bosses if they could release me (probably unpaid) to attend a GMB hearing for a day off in the week commencing 10th December.

Would you be able to propose a new date for me as soon as possible, please? I need to book time away from my desk well in advance, for I am working on a number of projects for various clinicians.

I have a second very important question to which I seek an answer. Will the GMB cover the expenses of those who will speak as witnesses at my hearing? I have two people who seek to attend. Tony Greenstein, Vice-Chair of Labour Against the Witch-hunt, would be travelling

from Brighton; he may need accommodation in addition to travelling expenses – perhaps I could share the costs with the GMB if the union is short of cash? My second witness at present is Donny Gluckstein, a rep with EIS Scotland, and organiser of Stand up to Racism in Edinburgh, who would be coming from Edinburgh, like me. There may be a Palestinian attending too.

It is very important for me to be able to call these witnesses, and I seek that the GMB support them in attending.

You mention in your letter that I can be represented at the hearing by a paid-up member of the GMB. I plan on conducting my own defence, but I will bring along my GMB comrade Kev Ferguson to support me in so doing – if he can get time off from his new job at NHS National Services Scotland to attend. Again, he is a senior project manager there, so maximum notice is required.

I still have many questions around the GMB Disciplinary Proceedings and the hearing itself. If you scroll down you will see them. I would like as many of these answered as possible, please?

I look forward to hearing from you.

Yours sincerely,

Pete Gregson

From: Peter Gregson <postmaster@roseburn32.plus.com>

Sent: 23 November 2018 07:27

To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmbScotland.org.uk' <info@gmbScotland.org.uk>

Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>; 'press.office@gmb.org.uk' <press.office@gmb.org.uk>

Subject: RE: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary,

I wanted to follow up on my email to you of Wednesday. Will the GMB pay the travelling expenses of those attending to speak in my defence? One witness has come forward who would like to attend the hearing, the Vice-Chair of Labour Against the Witch-hunt (who issued [this statement to the press recently](#)). He has asked about expenses and I have explained that I would ask. He would be coming from Brighton.

My second point relates to what I would expect to see in a Disciplinary Policy & Procedures document. Please see attached the one from my employer. I assume that my trade union would also have similar in place, with similar information? I'd be most grateful if you could send it to me.

With this new IHRA definition you have, I expect the GMB will need a fair few copies. You might say that I am just the tip of the iceberg? Most sane people can see Israel is a racist state; I hope many more trade unionists come forward for your scrutiny – we will not be bullied into silence for speaking out about the most racist country in the world.

I look forward to hearing from you.

Best wishes

Pete Gregson

From: Peter Gregson <postmaster@roseburn32.plus.com>

Sent: 21 November 2018 19:35

To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmbScotland.org.uk' <info@gmbScotland.org.uk>

Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>; 'press.office@gmb.org.uk' <press.office@gmb.org.uk>

Subject: RE: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary,

I received the attached from you today.

You are requesting I attend a disciplinary hearing on the Thursday 6th Dec at 11am in Glasgow.

I will have problems attending on that day. I am employed as a Trak IT programmer and on that day I meet with senior NHS Consultants to sign off the Ear Reconstruction database; this is a database that will be used throughout Scotland (in Glasgow too) and will serve to assist children from birth to late teens born without hearing or with Microtia (an absence of ears) to acquire both ears and hearing through the course of many complex and painstaking operations. That day represents the climax of some six months work representing significant investment of resources by both NHS Lothian and Drs Ken Stewart (Plastic Reconstruction - Royal Hospital for Sick Children and St John's Hospital in Livingston) Alex Bennet, senior consultant (ENT - Edinburgh Lauriston Hospital) and myself as lead officer and my colleagues. As you might appreciate, there is a problem for me in cancelling a significant event such as this where large sums of NHS money have been invested, and children and clinicians stand to benefit from the speedy introduction of this software.

In addition I have scant annual leave left; I have two children at school and I have used up almost all my annual leave; some is needed to be held back for emergencies.

Travelling to Woodlands in Glasgow from my place of work in Edinburgh by public transport will take 1 hr 52 mins according to Google Maps. If the meeting takes two hours, then there is the journey back to work - a total of 6 hrs. I work a 7.5 hr day. Since you have suspended me as steward, I am no longer entitled to facility time.

Since your hearing will require a day of my life if it is held in Glasgow, I wanted to propose to you the hearing is held in Edinburgh. Your offices at Timberbush in Edinburgh would perhaps be suitable? I can get to them in 50 minutes from my work; we are talking about all in, less than 1/2 a day for the hearing plus travel time. Ideally - for me - the hearing would be held in the evening, thereby allowing me not to lose any of my paid holiday, but if that were not possible, can I request that it is held in the afternoon, at around 3pm? That way I shall only lose 1/2 a day of my leave.

I have a couple more questions for you. In your last letter to me you said you would be writing to my employer, indicating my situation regarding the union suspending me. Would you be able to provide me with a copy of the letter you sent?

Secondly, in your letter you say I can be represented by a "fully financial member of GMB Scotland". I have not come across this term before - can you explain what kind of member you refer to?

Thirdly, in relation to procedure: Can I call witnesses and do I have the right to cross examine them? Will you be calling witnesses? Can I call upon Rhea Wolfson to present herself at the hearing, and answer my questions? Will a verbatim record of the hearing be kept to which I might add comment prior to signing off? I have been through this with other unions and that is the process they follow. What is the process the GMB follows?

In addition, who will be present? You say you are the investigating officer, which surprises me, as the investigating officer is seldom one so senior as yourself, and generally would not make the statements you have made, which assume guilt before you had even seen my response to the allegations.

If you are the Investigating Officer, who are the individuals who will make judgement on my case? Will they make a judgement on the day, or is this a hearing to hear witnesses and review written statements? Who is the Nominated Officer, who will preside over proceedings. My understanding and experience is that the Nominated Officer and Investigating Officer cannot be the same person.

I know I have asked you for a copy of the Disciplinary Policy, but the rulebook you sent by way of response says nothing about Disciplinary Procedures. Every employer I have ever had, whether that be in the public or voluntary sector had Disciplinary Procedures freely available to staff which clearly laid out expectations, timescales and procedures. At our shop steward training we bring these Disciplinary Procedures along for dissection. I cannot believe that the GMB asks shop stewards to work to a Disciplinary Procedures but cannot provide one of its own. Can you provide me with it, or at the very least replies to the answers I have laid out above?

In your earliest letters, you indicate that the Scottish Committee of the union will be convened to consider taking action against me. By my understanding the Committee members are yourself as Gen Secy plus Jim Lennox, Chair; Tom Carr-Pollock; Brenda Carson; Annette Drylie; Mary Finn; Alex Logan; Fran McNeill; Mary Mulligan; Charlie Robertson; Duncan Walker; John McKenzie; June Minnery; Cathy Murphy and Phyllis Riddell. Will the Committee be present at the hearing? If not, when might I address them? .. since if they are the Executive for Scotland who will be considering action then it would only be fair that I get the chance for me to put the case to them myself.

There are a number of other matters raised in the letter I received from you today. Of course I oppose the IHRA definition of anti-Semitism. I have already shared with you the view from our Palestinian brothers and sisters in the union movement that it is a "politicised and fraudulent definition of anti-Semitism". ([See here](#)).

Regarding the other points you have raised, there was nothing in the documents you sent me marked confidential. And even if there were, it is not something I have ever agreed to - confidentiality can only be agreed with the consent of both parties; an action by one stating as much does not bind the other.

Indeed your instructions to "cease and desist" are in breach of my rights according to the Universal Declaration of Human Rights Articles 18-21, which sanctions the so-called "constitutional liberties", with spiritual, public, and political freedoms, such as freedom of thought, opinion, religion and conscience, word, and peaceful association of the individual.

You complain about material posted on the National website about your "young Jewish female Organiser" which I guess can only be Rhea Wolfson who is actually 27 years old. Young can only be applied to persons up to the age of 26, so she is no longer "young" as you claim. She is also extremely high up in the Labour Party, sitting on the National Policy Forum, and is no stranger to controversy. She actually helped bring the IHRA into force both in Labour and in the GMB; she is highly placed in the self-declared "Zionist group called "the Jewish Labour Movement" an organisation which was shown in "[the Lobby](#)" to be funded by the Israeli Government to bring down Labour politicians that Netanyahu had declared as dangerous to the Zionist project of racist domination over other, less fortunate, Israeli citizens (like Arabs).

So to describe her as a "young Jewish female Organiser" is somewhat wide of the mark. I prefer the phrase "Ambitious Zionist zealot who has political aspirations to be an MP for Livingston", since she is not only the Labour candidate but Chair of Almond Valley CLP. That she organised the strike in Glasgow that lost women wages when a) they were going to get the money anyway and b) to use said women's situation as a stick to beat the SNP, when Labour had spent millions rejecting the claim years earlier, suggests that she might actually be a liability for not just the GMB but for Labour as well.

I have more to say on the subject but I shall save that for the meeting. In regard to your concern that I mentioned her in a post (since deleted) I must state there is nothing in the rulebook that says dangerous officers need to be kept confidential.

In regard to the questions I have put to you above, and for the need to move the meeting, I look forward to hearing from you.

Best wishes

Pete Gregson

From: Peter Gregson <postmaster@roseburn32.plus.com>

Sent: 07 November 2018 00:42

To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmb.scotland.org.uk' <info@gmb.scotland.org.uk>

Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>

Subject: RE: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary,

I received yet another letter from you today (attached) in which you continue to make claims that something I have done is anti-Semitic. Yet you fail to define what is anti-Semitic. You cannot tell to "cease and desist" as you put it - something which you have not defined. Anti-Semitism is defined by the OED as "hostility to or prejudice against Jews" - none of my Jewish friends consider anything I have done as anti-Semitic, so why should you?

Furthermore, you have yet to respond to the matters I put to you earlier.

I therefore request from you, as soon as possible, the following documents:

- A copy of the GMB policy on anti-Semitism [Has the GMB adopted the IHRA definition of anti-Semitism? This claims that describing Israel as a racist endeavour is anti-Semitic.]
- A copy of the GMB anti-Racism policy
- A copy of the Disciplinary Policy and Procedures

If you are unwilling to supply these, I suppose I will need to either:

- a. Appeal to the Scottish Committee, explaining that you seem unwilling to fulfil your duties and/or
- b. Appeal to our MPs in Parliament to intervene: I can see that at least one MP is Zionist: Ruth Smeeth is funded by the Israel lobby ([see here](#)) so no point in asking her;

However, MPs Jo Stevens, Richard Burgon, Dawn Butler are not - they are Labour for Palestine and the Middle East ([see here](#)) so they may support what I am doing.

Appeal to our seven Labour MSPs - both current and past - two in particular who are ex-GMB: Michael McMahon and Duncan McNeil, may wish not to see their old union failing to deal with members fairly.

You seem to be forgetting who pays your wages. You have a responsibility to members which outweighs any pro Zionist values you espouse.

Sadly - and to the detriment of NHS staff, in your letter you forbid me from continuing my activities as a GMB Shop Steward - even though I am presently working with GMB members on a grading dispute. Shall our NHS staff (many of whom would join the GMB) lose out whilst you pursue your vendetta against me? I fully expect you to take as long as you possibly can to resolve this "anti-Semitism" matter - because

- a. You have no evidence of actual anti-Semitism - whilst the only prejudice you know I hold is against Zionists - and I assume you know that true Judaism and Zionism are quite opposite (see the [Neturei Karta](#) for more info)
- b. The needs of members and of building membership seems to count for little in your eyes when you are caught up in defending a policy which is utterly indefensible

I look forward to hearing from you at your earliest convenience.

Best wishes

Pete Gregson

From: Peter Gregson <postmaster@roseburn32.plus.com>
Sent: 06 November 2018 08:38
To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmbscotland.org.uk' <info@gmbscotland.org.uk>
Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>
Subject: RE: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary,

I have not heard back from you. A few days ago I read this "Israel settlers dump sewage on Palestinian school in Qalqiliya" See <https://www.middleeastmonitor.com/20181102-israel-settlers-dump-sewage-on-palestinian-school-in-qalqiliya>

Will the GMB be for the settlers, or the Palestinians?

Thus far I see you support the settlers. I beg you to consider changing sides.

Yours

Pete

From: Peter Gregson <postmaster@roseburn32.plus.com>
Sent: 05 November 2018 06:07
To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmbscotland.org.uk' <info@gmbscotland.org.uk>
Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>; 'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>; Karen Leonard <KL.Leonard@gmb.org.uk>
Subject: RE: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary Smith,

I urge you to read this article from the 28th of August this year, just before the GMB pushed for the full IHRA at Labour's NEC meeting on the 4th Sept.

It is headed "Labour must reject biased IHRA definition that stifles advocacy for Palestinian rights" and is an appeal by Palestinian civil society to the British Labour Party and affiliated trade unions. It is signed by 24 Palestinian trade unions.

I was very saddened at the time that my union had ignored this appeal. You can read it at <https://www.opendemocracy.net/uk/palestinian-civil-society-groups/labour-must-reject-biased-ihra-definition-that-stifles-advocacy->

These trade unions correctly observe that the IHRA is a "politicised and fraudulent definition of antisemitism".

I fear that by ignoring this appeal the GMB have betrayed our Arab brothers and sisters.

Norman Finkelstein, whose parents suffered in the Warsaw ghetto under the Nazis, also warned Labour against the IHRA in his blogpost of 28th August 2018 [WHY THE BRITISH LABOUR PARTY SHOULD NOT ADOPT THE IHRA DEFINITION OR ANY OTHER DEFINITION OF ANTISEMITISM](#) Another appeal that was ignored.

Yours sincerely,

Pete Gregson

PS If you doubt my motives, I refer you to two recent press articles about what I am doing:
National 31/10/18 ; Common Space 26/10/18

From: Peter Gregson <postmaster@roseburn32.plus.com>

Sent: 04 November 2018 21:18

To: 'scotland@gmb.org.uk' <scotland@gmb.org.uk>; 'info@gmb.scotland.org.uk' <info@gmb.scotland.org.uk>

Cc: 'info@gmb.org.uk' <info@gmb.org.uk>; 'sarah.owen@gmb.org.uk' <sarah.owen@gmb.org.uk>

<sarah.owen@gmb.org.uk>; 'cath.speight@gmb.org.uk' <cath.speight@gmb.org.uk>;

'Andrew McDonald' <Andrew.McDonald@gmbactivist.org.uk>; 'sandie.rowlands@gmb.org.uk' <sandie.rowlands@gmb.org.uk>

<sandie.rowlands@gmb.org.uk>; 'annette.drylie@gmb.org.uk' <annette.drylie@gmb.org.uk>;

Karen Leonard <KL.Leonard@gmb.org.uk>

Subject: FAO Gary Smith : Anti-Semitism accusations against me

Dear Gary Smith,

I received the attached from you today, an accusation that I am indulging in anti-Semitic activities, presumably on account of my petition at <https://www.change.org/p/to-chair-of-labour-s-nec-andy-kerr-labour-members-declaring-israel-is-a-racist-endeavour-call-on-nec-to-abandon-full-ihra> (and associated updates) which in space of two months has attached over 700 signatures from Labour Party members, at a rate of over 10 per day. [I can only hope this rate increases- I continue to do my utmost to promote it]

That my union has seen fit to see this activity as anti-Semitic beggars belief. You indicate in your letter that the action against me will be in line with Rule 5 of the union's rule book. After a lot of searching I finally found the rule book at <http://www.gmb.org.uk/about/how-gmb-works/gmb-rule-book>

I note under Rule 5 it says membership may be cancelled "... if the member encourages or takes part in the activities of any organisation or group whose policies or aims are racist or promote racist beliefs..."

It is my view that the GMB leadership itself, by its unquestioning support for the IHRA definition of anti-Semitism at Labour's NEC, who is the agency that is allowing racism to flourish - in this case the ongoing discrimination against - and persecution of - the Palestinian people.

I would request from you, at your earliest convenience, the following documents:

- A copy of the GMB policy on anti-Semitism [Has the GMB adopted the IHRA definition of anti-Semitism? This claims that describing Israel as a racist endeavour is anti-Semitic. If so, the GMB is ignoring the Nakba, the expulsion of 750,000 Arabs in the creation of the state of Israel, the slaughter on many children which Zionists undertook the better to make the population flee, the current situation where there are over 50 laws discriminating against non-Jews, most recently the "Nation State" law passed in July: if you have time, please view this illuminating video by Dr. Shir Hever [Know your Stuff: Israel's "Jewish Nation-State Law" Explained](#) - which explains how racism in Israel is now part of the country's Basic Law.]
- A copy of the GMB anti-Racism policy
- A copy of the Disciplinary Policy and Procedures

I have copied in the GMB reps to the NEC as I have been in touch with them regarding the GMB's shameful support for the full IHRA, an action which has been a gift to Netanyahu and Zionists everywhere. The GMB is tacitly supporting a racist regime, by effectively supporting banning criticism of it. The way it looks, is as if the GMB are therefore indirectly supporting apartheid.

I also copy in Sandie Rowlands, Education & Equalities Officer and Annette Drylie, Chair of the Scottish Equalities Forum. Their "Equality Document - Building an Inclusive Union" could perhaps be revised to take account of the interests on Muslim members and would-be members; the fate of the Palestinians is an issue that many Muslims are explicitly concerned about; that the GMB is openly pro-Zionist and initiating disciplinarys again those who call out racism in the Middle East will do nothing to help us recruit Muslims into our union; if we seek to be inclusive we must not, unwittingly, promote a Zionist doctrine of Jewish supremacy.

I have also copied in my Branch chair, who may be interested to understand more about the position the Scottish Committee are taking on this matter.

In the meantime, I shall continue my union activities at NHS Lothian - there is a big grading issue that affects thousands of NHS admin staff that I am learning about - with workers who are sick of Unison's complacency on the matter- and who would like the GMB to take up the cudgel with management. Before progressing the matter I shall seek Karen Leonard's view.

I do feel that a trade union ought to focus on matters relating to the welfare, terms and conditions and pay of its members. I urge you to remember that we are all (in theory) on the same side.

Finally, can you advise me if Unionline Scotland might be able to help me with financial legal support? I have two QCs who are itching to engage on the IHRA. Presumably the union will consider meeting my legal costs on this matter, as any expulsion I will most certainly take to a Judicial Review. I will seek costs. I believe I shall win. How will rank and file GMB members feel about seeing their subs used to pay legal costs - so that you might seek to defend the indefensible?

Yours sincerely,

Peter Gregson
GMB Member Number 222003F

Attachments:

GMB.03.12.18.pdf

Gary Smith

to:

Janice Flynn

12/12/2018 16:48

Hide Details

From: Gary Smith/SC/GMB

To: Janice Flynn/SC/GMB @GMB

More for file

Subject:

GMB and the IHRA Definition of anti-Semitism

Dear fellow GMB activist,

The GMB have adopted (without consultation) the IHRA Definition of anti-Semitism (read it at www.tinyurl.com/ihradef) and now union members campaigning for Palestine are being expelled if they lay blame at Israel's door.

I am a GMB workplace rep employed by NHS Lothian - I am the only GMB steward for 24,000 staff. I have been suspended from union activities because of a petition I have set up on Change.org that declares Israel to be a racist endeavour. The petition is at www.tinyurl.com/israelihra and is aimed at Labour's NEC; it is asking them to abandon the IHRA definition of anti-Semitism. Over 850 Labour Party members have signed it. As a result Labour are now investigating me as an anti-Semite, when all I have done is state the blindingly obvious about Israel.

You probably know that Israel passed the Nation State law in July which says Jews there now have rights that other citizens do not (the right to protest, etc). Many Jews in Israel are unhappy about the plight of the Palestinians, but right now they are being targeted by Netanyahu as "self-hating Jews". Israeli ruling politicians recently declared they plan new legislation- the death penalty for any Palestinian that opposes them.

GMB Scotland Gary Smith has been told by Zionist activist Rhea Wolfson that I am an anti-Semite, an accusation that is quite untrue and which is driven by spite - Wolfson is best friends with Jon Lansman of Momentum, who hates my guts (more about Rhea at tinyurl.com/rheagmb). My story has been published in the press - see tinyurl.com/gmbnat3

I am not the only one being witch-hunted. A council worker in Hammersmith & Fulham, Stan Keable, was sacked in May for arguing with a Zionist over Hitler's plan to expel Jews to Palestine. And Paul Johnson, a Council worker in Dudley, was suspended by his employer a fortnight ago for saying Israel was a racist endeavour.

(see <https://www.expressandstar.com/news/local-hubs/dudley/2018/10/30/dudley-council-officer-suspended-in-anti-semitism-row/>)

Labour Against the Witchhunt have called for charges to be dropped against me, as has Free Speech on Israel. See their statements at www.labouragainsthewitchhunt.org/suspensions-and-expulsions/law-statement-lift-suspension-of-peter-gregson-from-labour-party-and-gmb/ and <https://freespeechonisrael.org.uk/gregson/>

You can see why I do this in this article I wrote for Common Space - at <http://www.commonspace.scot/articles/13472/pete-gregson-why-641-labour-members-i-will-tell-truth-about-israel-even-if-it-means>

Recently Israeli settlers pumped their sewage into a Palestinian school in their mission to get the Arabs out of the West Bank (see tinyurl.com/settlershit) - Israeli police and soldiers fire tear gas at Arab youths who protest this vile and disgusting behaviour. Yet no UK politician says a word, for fear of being labelled anti-Semitic.

Many UK trade unionists are unhappy too with the unions' embrace of the new definition of anti-Semitism- see the "open letter on the adoption of the IHRA definition of anti-Semitism" which has been signed by almost 600 activists at <https://thenasolidaritynetwork.com/ihraletter/>

The fact that Israel worked with the US State Dept to concoct the new definition will come as no surprise. Israel fears sanctions and has been developing a way to silence BDS activists since 2002, after seeing how South Africa was forced to change and vowing to never let the same happen in their country. They could only do this by redefining anti-Semitism and using Zionists around the world to get the new definition adopted everywhere. In the UK, most Councils, most political parties and most trade unions have now signed up to it. They have let Netanyahu re-write all our rule-books.

In August, 24 Palestinian trade unions and the Palestinian ambassador made a plea to Labour not to adopt the IHRA definition; they declared it a "politicised and fraudulent definition of anti-Semitism". Their plea was ignored; Labour adopted it on 4th Sept, which was the day I launched my petition trying to get that terrible decision reversed.

Please consider helping prevent more witch-hunts against pro-Palestine activists such as myself, by asking your CLP/ GMB branch to adopt this model motion condemning the IHRA definition of anti-Semitism - download it at tinyurl.com/unionihra

A year ago, the GMB joined other unions on November 4th in a national rally calling for "Justice for Palestine". If the Union did that now, it would need to expel any member who marched and declared Israel the cause of Palestine's problems - for being anti-Semitic. Without our ken, we have moved full circle from supporting the Palestinians to supporting the Zionists and Netanyahu, who seeks a racially pure apartheid country. Now the GMB must follow the policy it adopted earlier this year and expel anybody who declares Israel to be a racist state - for being "anti-Semitic".

All I seek is that we go back to the OED definition of anti-Semitism, which used to serve us so well; it said simply that anti-Semitism was "hostility to or prejudice against Jews".

Please take action if you care for the Palestinians - and want to see justice for the oppressed in the Middle East.

Yours in hope.

Pete Gregson

27 Riversdale Grove

Edinburgh

(Labour Party member and activist since 1987)

Tel [0758 472 2191](tel:07584722191)

GMB Member 22200317

Sent from my iPhone

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GMB's position on Anti-Semitism and IHRA

1. Condemning anti-Semitism, supporting the Palestinian people

Everyone is entitled to be treated with dignity and respect. Since our inception, GMB has fought against hatred and the politics of division.

We are proud to be the successor to the Amalgamated Jewish Tailors, Pressers and Machinists' Trade Union, and to have represented Jewish workers since the earliest days of our union. As our Congress agreed in 2015, we are committed to highlight the re-emergence of anti-Semitism in the UK "at every opportunity". We will always speak up for our Jewish members and combat anti-Semitism, just as we will fight Islamophobia wherever it rears its head.

GMB believes that it is possible to support our Palestinian brothers and sisters and to criticize the actions of the Israeli government without being anti-Semitic. The IHRA definition of anti-Semitism (more detail below) says that the examples included within it are not prescriptive: they provide guidance on interpreting actions that 'could' be anti-Semitic 'taking into account the overall context' in which those actions or comments occur. It also states that 'criticism of Israel similar to that leveled against any other country cannot be regarded as anti-Semitic.'

GMB agrees with the Home Affairs Select Committee that we must ensure 'that freedom of speech is maintained in the context of discourse about Israel and Palestine, without allowing anti-Semitism to permeate any debate.'

2. GMB and IHRA Definition

The International Holocaust Remembrance Alliance (IHRA) developed a working definition of anti-Semitism in 2016. The European Parliament voted to adopt a resolution calling on European Union member states and their institutions to adopt and apply the definition on June 1st, 2017. The examples of what anti-Semitism is, include anti-Semitic tropes, Holocaust denial and attempts to apply a double standard to the State of Israel.

The United Kingdom was the first country to adopt the definition followed by Israel, Austria, Scotland, Romania, Germany and Bulgaria. A number of institutions have adopted this definition since.

The issue of anti-Semitism in political life has been brought to the fore in the Labour Party in recent months. Much of the media coverage related to the debate about whether the Party would adopt the full IHRA definition of anti-Semitism. Some people believed that adopting the definition would mean members cannot criticize the Israeli government – GMB disagreed as detailed above.

A number of GMB members contacted the union about the issue and our position in defending Jewish members from anti-Semitism. GMB supports the adoption of IHRA within the Labour Party (the Party has now adopted the definition in full) and our executive has adopted the definition for GMB.

GMB is clear that there is no place for anti-Semitism in our union, in the Labour Party or in our society.

