



Action 4 Equality
Scotland Ltd

04/10/2018

Annemarie O'Donnell
Chief Executive
City Chambers
GLASGOW
G2 1DU

Cc Cllr Susan Aitken, Robert Anderson

Dear Annemarie O'Donnell

On behalf of the joint claimants- GMB, Unison, Action 4 Equality.

The claimant side is a single team and we will not be meeting with the Council separately.

As the Chief Executive of Glasgow City Council you must know that the claims that you have made in your letter and comments to the press- about an agreed negotiated timetable- are not true. Furthermore, your scaremongering about loss of life is at best distasteful, and at worst, dangerous.

Shutting down talks is not a credible response to us raising serious concerns about the process of negotiations and reinforces our belief that Glasgow City Council is *still* not taking our members and claimants seriously.

Our joint concerns have been raised consistently for over six months and remain unaddressed. Your challenge that our decision to move to strike action is in bad faith is therefore either uninformed or disingenuous.

Your letter once again raises the prospect of a unilateral offer before Christmas which contradicts guarantees we have previously had from the Council Leader. The Council knows that this is a red line for the joint claimant group and we are taken aback that this *is once again* on the table.

Offers need to be a result of negotiations not the trigger for negotiations.

The joint claimant group will be ready to start meaningful negotiations on Monday.

In order to make the progress necessary to avoid strike action, the joint claimant side require the following:

1. A negotiating team that has the authority and expertise to progress settlement



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2. Meaningful negotiations evidenced by a working agreement in the following areas
 - a. Comparators (protection and equal value)
 - b. NSWP
 - c. Payment protection
 - d. Parity
 - e. Interest
 - f. Periods of claims
3. Settlement based on entitlement not cost
4. Guarantee that claims will not be excluded on pleadings grounds (cease ongoing data sifting exercise)

Yours sincerely,

Rhea Wolfson, Regional Organiser, GMB Scotland

Mandy McDowall, Regional Officer, Unison Scotland

Stefan Cross QC, Action 4 Equality Scotland Ltd