



Chief Executive
Annemarie O'Donnell
LLB DipLP

Chief Executive's Office
Glasgow City Council
City Chambers
George Square
Glasgow G2 1DU
Email: annemarie.odonnell@glasgow.gov.uk
Telephone: 0141 287 4522
Fax No: 0141 287 3627

Your Ref:
Our Ref: *amod/lc/staffing/unison&gmb*

3 October 2018

Reah Wolfson, GMB
Email: rhea.wolfson@gmb.org.uk

Mandy McDowall, Unison
Email: m.mcdowall@unison.co.uk

Dear Rhea/Mandy,

I was extremely disappointed to receive your notification of intent to take strike action. You must know that this will at best have a profound effect on the care of some of the most vulnerable people in our city and at worst result in loss of life. Your action also affects the negotiation process that we jointly committed ourselves to and I know that you are also aware of this. For this reason I have copied this letter to A4E and Unite.

We jointly agreed that we would seek to reach a settlement on the equal pay claims through negotiation and that this would continue until at least December 2018. This was in the context of the Council withdrawing its recourse to appealing the Court of Session decision and showed the Council's commitment to resolution through negotiation. As you are well aware, the Council has committed to putting forward an offer in December for discussion and negotiation following more intensive negotiations to begin shortly. Your decision to take strike action shows a complete disregard for that process and an intent to seek resolution through very damaging industrial action.

As a direct consequence of this act of bad faith the Council will cease engagement with you through the Negotiating Group and will hold to this stance until such time as you formally withdraw your action. I will be writing separately to A4E and Unite to make arrangements for the continuation of settlement negotiations as regards their claimants.

I would confirm that the Council is willing to engage with you, separately from the Negotiating Group, in an attempt to find a way to resolve your issues without recourse to industrial action. The Head of HR will be in contact with you shortly to make an arrangement to meet with you, in this regard.

Yours sincerely

ANNEMARIE O'DONNELL
CHIEF EXECUTIVE

cc Stefan Cross, Action4 Equality
Stevie Dougall, Unite