

**FOI 202100230472: CORRESPONDENCE BETWEEN THE SCOTTISH GOVERNMENT AND UNIONS IN DATE ORDER - EMAILS**

**EMAIL 1 – 18<sup>TH</sup> MAY – Attachment included in separate document**

**From:** [redacted]

**Sent:** 18 May 2021 17:39

**To:** 'McIlvogue, Pat' <Pat.McIlvogue@unitetheunion.org>; David.Hume@gmb.org.uk; peter.doherty@pladisglobal.com; russellg@pladisglobal.com; Hepburn J (Jamie), MSP <Jamie.Hepburn.msp@parliament.scot>

**Cc:** [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@scotent.co.uk; [redacted]@scotent.co.uk; [redacted]@scotent.co.uk; [redacted]@scotent.co.uk; Brady, Andrew <Andrew.Brady@unitetheunion.org>; Rafferty, Pat <Pat.Rafferty@unitetheunion.org>; gouldm@pladisglobal.com; [redacted]@unitetheunion.org>; [redacted]@unitetheunion.org>

**Subject:** RE: [EXTERNAL] 2021-05-17 Pladis Response Plan\_Summary for Trade Unions

Pat/David,

Again, many thanks for your input into the draft Pladis, Tollcross Response Plan.

Please find attached an updated version, taking into account your comments.

In relation to your point on Trade Union involvement, this should have been referenced in the original plan to note that GMB and Unite the Union were part of the Action Group.

The opening statement has also been updated. To note that the original text held was our understanding at the time of drafting.

Kind regards,

[redacted]

The Scottish Government | Business Briefing Unit | Rapid Response Division  
5 Atlantic Quay, 150 Broomielaw, Glasgow G2 8LU

Mob: [redacted]

✉ [redacted]

**From:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>

**Sent:** 18 May 2021 11:46

**To:** [redacted]@gov.scot>; David.Hume@gmb.org.uk; peter.doherty@pladisglobal.com; russellg@pladisglobal.com; Hepburn J (Jamie), MSP <Jamie.Hepburn.msp@parliament.scot>

**Cc:** [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@scotent.co.uk; [redacted]@scotent.co.uk; [redacted]@scotent.co.uk; [redacted]@scotent.co.uk; Brady, Andrew <Andrew.Brady@unitetheunion.org>; Rafferty, Pat <Pat.Rafferty@unitetheunion.org>; gouldm@pladisglobal.com; McCarthy, Rhys <Rhys.McCarthy@unitetheunion.org>; Dougall, Elaine <Elaine.Dougall@unitetheunion.org>

**Subject:** RE: [EXTERNAL] 2021-05-17 Pladis Response Plan\_Summary for Trade Unions

Hi

Thanks for draft, my initial concern is the membership of the group listed below: **The Action Group membership includes Scottish Government, Glasgow City Council, Scottish Enterprise, Clyde Gateway and Skills Development Scotland. Advisory input will be sought by others as appropriate, e.g. Scotland Food & Drink, industry bodies etc. Does not include Unite the Union or GMB unions being expressed. This needs to be added. I have consulted with David from GMB and he agrees.**

Also I think it would be worth consideration to asked the employer for commitment to the group so as to ensure employer engagement.

I accept our request for the First Minister to chair this group is not possible at this time but feel that representations come the right time to the Turkish owners will be key in any possible successful counter proposal. We believe an intervention at this level may be required. We believe that the autonomy for the decision to close the site was given to UK Directors and the key to overturning this may lie with representation form the First Minister as per the appropriate timing to the Turkish owners.

Last point for your consideration the opening statement *The consultation is planned to be ongoing for up to 90 days from 20 May 2021.* is not factually correct and should be removed. At this time we have no statutory notice HR1 S188 served upon us and also the legislation around this is a minimum of 45 days consultation. We have formally requested that the employer does not serve statutory notice upon the trade unions and that they engage on a non-statutory timeline of consultation around their proposal to allow time for Unions and the Action Group to formulate a meaningful counter proposal

King Regards

Pat McIlvogue  
Regional Industrial Officer  
Unite the Union  
Scotland.

**From:** [redacted]@gov.scot]

**Sent:** 17 May 2021 13:22

**To:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>; David.Hume@gmb.org.uk;  
peter.doherty@pladisglobal.com; russellg@pladisglobal.com

**cc:** [redacted]@gov.scot; [redacted]@gov.scot; [redacted]@scotent.co.uk; [redacted]@scotent.co.uk;  
[redacted]@scotent.co.uk; [redacted]@scotent.co.uk

**Subject:** [EXTERNAL] 2021-05-17 Pladis Response Plan\_Summary for Trade Unions

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- Helpdesk

Dear all,

Following today's call with the Minister for Business and Councillor Aitken, please find attached the draft Pladis, Tollcross Response Plan, for your consideration. As you are aware, Mr Hepburn requested that this document be shared with you.

As highlighted on the call, whilst the paper refers to the Action Group being jointly chaired by the Minister for Business, Fair Work and Skills this could end up being a different Minister dependent on the appointment of the new Government – however please note the commitment to chair it at Ministerial level.

Kind regards,

[redacted]

The Scottish Government | Business Briefing Unit | Rapid Response Division  
5 Atlantic Quay, 150 Broomielaw, Glasgow G2 8LU

Mob: [redacted]

✉ [redacted]

---

## **EMAIL 2 – 26<sup>TH</sup> MAY**

**From:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>  
**Sent:** 26 May 2021 12:22  
**To:** [redacted]@gov.scot>; Brady, Andrew <Andrew.Brady@unitetheunion.org>  
**Cc:** [redacted]@glasgow.gov.uk; David.Hume@gmb.org.uk; Communications Economy <CommunicationsEconomy@gov.scot>; [redacted]@gov.scot>  
**Subject:** Re: [EXTERNAL] Post Pladis Action Group comments

Hi

Can you liaise with my colleague Andy Brady who will provide comment on our behalf

Thanks

Pat

Sent from my iPhone

On 26 May 2021, at 12:17, "[redacted]@gov.scot" wrote:

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- Helpdesk

---

Hi all,

I understand it was agreed that a joint release with comments from SG, GCC, Unite and GMB would issue today after the meeting. Ours is currently going through the clearance process, grateful if you could send over your comments to me as soon as possible for inclusion.

I'll ping ours to you for awareness once it has been cleared.

Thanks,

[redacted]

[redacted] | Senior Media Manager | Economy Communications

Scottish Government | St Andrew's House | Regent Road | Edinburgh | EH1 3DG

t: [redacted]m: [redacted]

---

## **EMAIL 3 – 26<sup>TH</sup> MAY**

**From:** David Hume (SC) <David.Hume@gmb.org.uk>  
**Sent:** 26 May 2021 13:04  
**To:** [redacted]@gov.scot>; [redacted]@glasgow.gov.uk; Pat.McIlvogue@unitetheunion.org  
**Cc:** Communications Economy <CommunicationsEconomy@gov.scot>; [redacted]@gov.scot>  
**Subject:** Re: Post Pladis Action Group comments

Hi [redacted]

Below is GMB Scotland's contribution:

GMB Scotland Organiser David Hume said:

“There is a strong commitment on the part of everyone involved to defend these livelihoods and to save manufacturing in the East end of Glasgow, and we will need that clarity of purpose to fully engage pladis and its MD David Murray in the weeks head.

“Nearly 50,000 people have now signed the workforce petition to stop the closure of the Tollcross plant, and determination is growing among workers and the local community that McVitie’s will not be another manufacturing casualty.

“It’s their factory, it’s their future, and everyone is fighting for it.”

David Hume  
GMB Scotland Organiser

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**From:** [redacted]@gov.scot>  
**Sent:** Wednesday, May 26, 2021 12:02:19 PM  
**To:** [redacted]@glasgow.gov.uk [redacted]@glasgow.gov.uk>; Pat.McIlvogue@unitetheunion.org <Pat.McIlvogue@unitetheunion.org>; David Hume (SC) <David.Hume@gmb.org.uk>  
**Cc:** CommunicationsEconomy@gov.scot <CommunicationsEconomy@gov.scot>; [redacted]@gov.scot>  
**Subject:** Post Pladis Action Group comments

Hi all,

I understand it was agreed that a joint release with comments from SG, GCC, Unite and GMB would issue today after the meeting. Ours is currently going through the clearance process, grateful if you could send over your comments to me as soon as possible for inclusion.

I’ll ping ours to you for awareness once it has been cleared.

Thanks,

[redacted]

[redacted] | Senior Media Manager | Economy Communications

Scottish Government | St Andrew's House | Regent Road | Edinburgh | EH1 3DG

t: [redacted]m: [redacted]

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## **EMAIL 4 – 27<sup>TH</sup> MAY**

**From:** [redacted]@gov.scot>  
**Sent:** 27 May 2021 14:50  
**To:** 'David Hume (SC)' <David.Hume@gmb.org.uk>  
**Subject:** RE: Action Group - Next Dates and Contact Details

Thanks David. On the issue of sharing contact details across the group, are you happy with that?

[redacted]

**From:** David Hume (SC) <David.Hume@gmb.org.uk>  
**Sent:** 27 May 2021 13:37  
**To:** [redacted]@gov.scot>; Pat.McIlvogue@unitetheunion.org  
**Cc:** [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>  
**Subject:** Re: Action Group - Next Dates and Contact Details

Hi [redacted],

Those dates are good for me.

Thanks  
David

David Hume  
GMB Scotland Organiser

To opt out of contact from GMB Scotland by email please reply STOP to this email

For our privacy policy go to [www.gmb.org.uk/legal/privacy-policy](http://www.gmb.org.uk/legal/privacy-policy)

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**From:** [redacted]@gov.scot>  
**Sent:** Thursday, May 27, 2021 11:59:48 AM  
**To:** [Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org) <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>; David Hume (SC) <[David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk)>  
**cc:** [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>  
**Subject:** Action Group - Next Dates and Contact Details

Pat, David

The Cabinet Secretary has suggested 9 June and 23 June for the next two meetings of the Action Group, both beginning at 9.45 am and lasting for an hour. Are these dates and times suitable for you?

In addition, [redacted] of SDS has asked if contact details of Action Group members can be shared to help with collaboration. Would you have an issue with this?

Finally, just wondering if you have any asks of David Murray to contribute to the letter that the Cabinet Secretary will be sending to him.

Thanks.

[redacted]

[redacted]  
Business Briefing Unit  
Rapid Response Division  
COVID-19 Business Resilience and Support Directorate  
Scottish Government  
2nd Floor, 5 Atlantic Quay  
Glasgow, G2 8LU  
Mobile [redacted]

[redacted]  
I am currently working from home and can be contacted by mobile or email

---

**EMAIL 5 – 14<sup>th</sup> JUNE (Attachments included in separate document)**

**From:** McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>  
**Sent:** 14 June 2021 09:32  
**To:** [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@scotent.co.uk>; [redacted]@sds.co.uk>  
**Subject:** FW: [EXTERNAL] Consultation Minutes & Slides from the 08.06.21

Hi

FYI & Distribution to Action Group

Regards

Pat

**From:** Jim Cuthbert [[mailto:james\\_cuthbert@pladisglobal.com](mailto:james_cuthbert@pladisglobal.com)]

**Sent:** 10 June 2021 15:50

**To:** McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>; Gary Russell <[russellg@pladisglobal.com](mailto:russellg@pladisglobal.com)>; Peter Lamb <[lambp@pladisglobal.com](mailto:lambp@pladisglobal.com)>; Peter T Doherty <[peter.doherty@pladisglobal.com](mailto:peter.doherty@pladisglobal.com)>; David Hume (SC) <[David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk)>; Steven M Porter <[steven.porter@pladisglobal.com](mailto:steven.porter@pladisglobal.com)>; Anthony Bennett <[anthony.bennett@pladisglobal.com](mailto:anthony.bennett@pladisglobal.com)>

**Cc:** James Spence <[James.Spence@pladisglobal.com](mailto:James.Spence@pladisglobal.com)>; Ian Gilder <[ian.gilder@pladisglobal.com](mailto:ian.gilder@pladisglobal.com)>; Richard Payne <[richard.payne@pladisglobal.com](mailto:richard.payne@pladisglobal.com)>; Shannon Kenna <[Shannon.Kenna@pladisglobal.com](mailto:Shannon.Kenna@pladisglobal.com)>

**Subject:** [EXTERNAL] Consultation Minutes & Slides from the 08.06.21

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Hi all,

Please find attached a copy of the slides presented on Tuesday the 8th and the minutes from the meeting. Could I ask, you review the minutes and feedback if there are any points that you believe have not been captured accurately.

Regards,

Jim

**Jim Cuthbert**

General Manager - Tollcross Factory

United Kingdom

McVities Tollcross, 720 Tollcross Road, Glasgow, G32 8UD

**T\_ [redacted]**

**M\_ [redacted]**

**E\_ [james\\_cuthbert@pladisglobal.com](mailto:james_cuthbert@pladisglobal.com)**

---

**EMAIL 6 – 22<sup>nd</sup> JUNE (Attachments included in separate document)**

**From:** McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>

**Sent:** 22 June 2021 09:06

**To:** [redacted]@[gov.scot](mailto:gov.scot)>; [redacted]@[sds.co.uk](mailto:sds.co.uk)>; [redacted]@[scotent.co.uk](mailto:scotent.co.uk)>

**Cc:** Matthew Gould <[gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com)>; [david.hume@gmb.org.uk](mailto:david.hume@gmb.org.uk)

**Subject:** FW: [EXTERNAL] Consultation Meeting 4 Slides & Minutes

Hi All

FYI and distribution to Action Group

Thanks

Pat

**From:** Jim Cuthbert [[mailto:james\\_cuthbert@pladisglobal.com](mailto:james_cuthbert@pladisglobal.com)]

**Sent:** 22 June 2021 08:52

**To:** Gary Russell <[russellg@pladisglobal.com](mailto:russellg@pladisglobal.com)>; Peter Lamb <[lambp@pladisglobal.com](mailto:lambp@pladisglobal.com)>; Matthew Gould <[gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com)>; McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>; Peter T Doherty <[peter.doherty@pladisglobal.com](mailto:peter.doherty@pladisglobal.com)>; Steven M Porter <[steven.porter@pladisglobal.com](mailto:steven.porter@pladisglobal.com)>; Thomas F Dennis <[Thomas.Dennis@pladisglobal.com](mailto:Thomas.Dennis@pladisglobal.com)>; David Hume (SC) <[David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk)>; Anthony Bennett <[anthony.bennett@pladisglobal.com](mailto:anthony.bennett@pladisglobal.com)>

**Cc:** Ian Gilder <[ian.gilder@pladisglobal.com](mailto:ian.gilder@pladisglobal.com)>; James Spence <[James.Spence@pladisglobal.com](mailto:James.Spence@pladisglobal.com)>; Richard

Payne <[richard.payne@pladisglobal.com](mailto:richard.payne@pladisglobal.com)>; Shannon Kenna <[Shannon.Kenna@pladisglobal.com](mailto:Shannon.Kenna@pladisglobal.com)>

**Subject:** [EXTERNAL] Consultation Meeting 4 Slides & Minutes

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---

Hi all,

Please find attached a copy of the slides presented on Tuesday the 17th, the minutes from the meeting and copies of the HR1 & 188 documents. Could I ask, you review the minutes and feedback if there are any points that you believe have not been captured accurately.

Regards,

Jim

**Jim Cuthbert**

General Manager - Tollcross Factory

United Kingdom

McVities Tollcross, 720 Tollcross Road, Glasgow, G32 8UD

**T\_ [redacted]**

**M\_ +[redacted]**

**E\_ [james\\_cuthbert@pladisglobal.com](mailto:james_cuthbert@pladisglobal.com)**

---

**EMAIL 7 – 23<sup>RD</sup> JUNE**

**From:** McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>

**Sent:** 23 June 2021 09:34

**To:** [redacted]@gov.scot>

**Subject:** RE: [EXTERNAL] RE: [EXTERNAL] Pladis Action Group Meeting - 3rd Meeting [Confirmed] [UNSCANNED]

thanks

**From:** [redacted]@gov.scot]

**Sent:** 23 June 2021 08:59

**To:** [redacted]@unitetheunion.org>

**Cc:** [anthony.bennett@pladisglobal.com](mailto:anthony.bennett@pladisglobal.com); [gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com); [russellg@pladisglobal.com](mailto:russellg@pladisglobal.com)

**Subject:** [EXTERNAL] RE: [EXTERNAL] Pladis Action Group Meeting - 3rd Meeting [Confirmed] [UNSCANNED]

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---

Hi Pat,

No problem, I think [redacted] from my team has forwarded on the joining details and I will add to any further group emails.

Thanks

[redacted]

**From:** McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>

**Sent:** 23 June 2021 08:51

**To:** [redacted]@gov.scot>

**Cc:** Anthony Bennett <[anthony.bennett@pladisglobal.com](mailto:anthony.bennett@pladisglobal.com)>; Matthew Gould <[gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com)>; Gary Russell <[russellg@pladisglobal.com](mailto:russellg@pladisglobal.com)>

**Subject:** RE: [EXTERNAL] Pladis Action Group Meeting - 3rd Meeting [Confirmed] [UNSCANNED]

Hi [redacted]

Can you add Tony copied in to the link for this meeting please

Tony is the management rep on our consultation team and has been key in developing a counter proposal

Thanks

Pat

-----Original Appointment-----

**From:** [redacted]@gov.scot]

**Sent:** 22 June 2021 13:08

**To:** [redacted]@glasgow.gov.uk; [redacted]@scotent.co.uk; [redacted]@sds.co.uk;  
[redacted]@clydegateway.com; McIlvogue, Pat; [david.hume@gmb.org.uk](mailto:david.hume@gmb.org.uk); [peter.doherty@pladisglobal.com](mailto:peter.doherty@pladisglobal.com);  
[redacted]@clydegateway.com

**Subject:** [EXTERNAL] Pladis Action Group Meeting - 3rd Meeting [Confirmed] [UNSCANNED]

**When:** 23 June 2021 09:45-10:45 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.

**Where:** Via Microsoft Teams

---

Good Afternoon,

The agenda for tomorrow's meeting is as follows:

Welcome (Cabinet Secretary for Finance and Economy) (5 Mins)  
Update from Co-Chairs on Pladis Response (Cabinet Secretary for Finance and Economy/Councillor Aitken) (10 Mins)  
Comments from Members (10 Mins)  
Trade Union Update (Unite/GMB) (10 Mins)  
Next Steps/AOB (10 Mins)

You can join the meeting via the link below:

Microsoft Teams meeting

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Phone Conference ID: 105 276 694#

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SCOTS Connect

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Many Thanks

[redacted]

---

## **EMAIL 8 – 23<sup>RD</sup> JUNE**

**From:** David Hume (SC) <David.Hume@gmb.org.uk>

**Sent:** 23 June 2021 12:54

**To:** [redacted]@gov.scot>; [redacted]@glasgow.gov.uk; [redacted]@glasgow.gov.uk;

Pat.McIlvogue@unitetheunion.org; Andrew.Brady@unitetheunion.org



Cc: [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>

Subject: Re: Pladis - Joint comms statement - 3rd meeting of Pladis Action Group - 23 June 2021

GMB Scotland Organiser David Hume said: 'The campaign to save these manufacturing jobs in the East End of Glasgow continues to pick up momentum.

With almost 75'000 people having signed the online petition, there is no question that the public are squarely behind the workforce.

The McVities brand trades on its heritage, that heritage comes from the generations of Glaswegians that have helped establish McVities as a market leader.

If David Murray does not change course, the damage to the McVities brand in Scotland could be irreparable'.

---

From: [redacted]@gov.scot>

Sent: 23 June 2021 12:13

To: [redacted]@glasgow.gov.uk>; [redacted]@glasgow.gov.uk ; David Hume (SC) <David.Hume@gmb.org.uk>; Pat.McIlvogue@unitetheunion.org <Pat.McIlvogue@unitetheunion.org>; Andrew.Brady@unitetheunion.org <Andrew.Brady@unitetheunion.org>

Cc: [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>

Subject: Pladis - Joint comms statement - 3rd meeting of Pladis Action Group - 23 June 2021

Hi all,

Please see a draft statement to issue to media. If you are content, grateful if you could provide supportive quotes.

Many thanks

[redacted]

### Third meeting of Pladis Action Group

The Third meeting of the Pladis Action Group has taken place today (23 June).

Established to discuss how the McVities factory in Tollcross, Glasgow, could be saved, the Action Group has since presented a series of proposals to Pladis as an alternative to site closure.

This is the first time the Action Group has met since Pladis lodged HR1 redundancy notices on 17 June. Economy Secretary Kate Forbes said:

“The Action Group reaffirmed our shared desire to work together to secure the best possible future for the site and its workforce. We are carefully considering the next steps and what more we can do to support affected staff and secure these jobs. The Scottish Government, trade unions and our enterprise agencies remain committed to working with the company during the consultation period. I would once again ask Pladis to engage directly with the Action Group to explore opportunities to secure a future for the site.”

Glasgow City Council XX said:

GMB Scotland Organiser David Hume said:

Unite industrial officer Pat McIlvogue said:

The Action Group is due to meet again in early July.

### **Background**

The Action Group includes representatives from the Scottish Government, Glasgow City Council, Scottish Enterprise, Skills Development Scotland, Clyde Gateway, Unite the Union and GMB with advice from industry experts.

[redacted]

**Communications Team Leader for Finance and Economy**

The Scottish Government, St Andrew's House, Edinburgh

e: [redacted]  
m: [redacted]  
[@ScotGovEconomy](https://twitter.com/ScotGovEconomy)  
[www.gov.scot/news](http://www.gov.scot/news)

---

## **EMAIL 9 – 23<sup>RD</sup> JUNE**

**From:** David Hume (SC) <David.Hume@gmb.org.uk>  
**Sent:** 23 June 2021 10:03  
**To:** [redacted]@gov.scot>  
**Subject:** Re: Fourth Meeting of the Pladis Action Group

Hi [redacted]

that would be fine for me.

Thanks  
David

---

**From:** [redacted]@gov.scot>  
**Sent:** 23 June 2021 09:31  
**To:** [redacted]@glasgow.gov.uk>; [redacted]@glasgow.gov.uk>; Pat.McIlvogue@unitetheunion.org <Pat.McIlvogue@unitetheunion.org>; David Hume (SC) <David.Hume@gmb.org.uk>; [redacted]scotent.co.uk>; [redacted]@scotent.co.uk>; [redacted]@glasgow.gov.uk>; [redacted]@sds.co.uk>; [redacted]@clydegateway.com>; [redacted]@gov.scot>; [redacted]@clydegateway.com>  
**Cc:** [redacted]@gov.scot>; [redacted]@gov.scot>  
**Subject:** Fourth Meeting of the Pladis Action Group

Good Morning,

The next proposed meeting of the Action Group is on **20<sup>th</sup> July at 16:00 – 17:00**. This will allow sufficient time for the consultation to progress and for officials to take forward any actions from today's meeting.

Can members please advise if this date would be suitable.

Many Thanks  
[redacted]

[redacted]  
Business Briefings Unit - Rapid Response Division  
COVID-19 Business Resilience and Support Directorate  
5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

Telephone: [redacted] | Mobile: [redacted]

Please note my working days are Monday – Thursday

**Currently Working From Home**

---

## **EMAIL 10 – 23<sup>RD</sup> JUNE**

**From:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>  
**Sent:** 23 June 2021 09:34  
**To:** [redacted]@gov.scot>  
**Subject:** RE: [EXTERNAL] RE: [EXTERNAL] Pladis Action Group Meeting - 3rd Meeting [Confirmed] [UNSCANNED]

thanks

**From:** [redacted]@gov.scot]  
**Sent:** 23 June 2021 08:59  
**To:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>  
**Cc:** [anthony.bennett@pladisglobal.com](mailto:anthony.bennett@pladisglobal.com); [gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com); [russellg@pladisglobal.com](mailto:russellg@pladisglobal.com)  
**Subject:** [EXTERNAL] RE: [EXTERNAL] Pladis Action Group Meeting - 3rd Meeting [Confirmed] [UNSCANNED]

**EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.**

---

Hi Pat,

No problem, I think Jim from my team has forwarded on the joining details and I will add to any further group emails.

Thanks

[redacted]

**From:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>  
**Sent:** 23 June 2021 08:51  
**To:** [redacted]@gov.scot>  
**Cc:** Anthony Bennett <[anthony.bennett@pladisglobal.com](mailto:anthony.bennett@pladisglobal.com)>; Matthew Gould <[gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com)>; Gary Russell <[russellg@pladisglobal.com](mailto:russellg@pladisglobal.com)>  
**Subject:** RE: [EXTERNAL] Pladis Action Group Meeting - 3rd Meeting [Confirmed] [UNSCANNED]

Hi [redacted]

Can you add Tony copied in to the link for this meeting please

Tony is the management rep on our consultation team and has been key in developing a counter proposal

Thanks

Pat

-----Original Appointment-----

**From:** [redacted]@gov.scot]  
**Sent:** 22 June 2021 13:08  
**To:** [redacted]@glasgow.gov.uk; [redacted]@scotent.co.uk; [redacted]@sds.co.uk; [redacted]@clydegateway.com; McIlvogue, Pat; [david.hume@gmb.org.uk](mailto:david.hume@gmb.org.uk); [peter.doherty@pladisglobal.com](mailto:peter.doherty@pladisglobal.com); [redacted]@clydegateway.com  
**Subject:** [EXTERNAL] Pladis Action Group Meeting - 3rd Meeting [Confirmed] [UNSCANNED]  
**When:** 23 June 2021 09:45-10:45 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.  
**Where:** Via Microsoft Teams

**EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender.  
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Good Afternoon,

The agenda for tomorrow's meeting is as follows:

Welcome (Cabinet Secretary for Finance and Economy) (5 Mins)  
Update from Co-Chairs on Pladis Response (Cabinet Secretary for Finance and Economy/Councillor Aitken) (10 Mins)  
Comments from Members (10 Mins)  
Trade Union Update (Unite/GMB) (10 Mins)  
Next Steps/AOB (10 Mins)

You can join the meeting via the link below:

Microsoft Teams meeting

**Join on your computer or mobile app**

[Click here to join the meeting](#)

**Or call in (audio only)**

[+44 131 376 2847,105276694#](tel:+441313762847,105276694#) United Kingdom, Edinburgh

Phone Conference ID: 105 276 694#

[Find a local number](#) | [Reset PIN](#)

SCOTS Connect

[Learn More](#) | [Help](#) | [Meeting options](#)

Many Thanks

[redacted]

---

## **EMAIL 11 – 24 JUNE**

**From:** Matthew Gould <gouldm@pladisglobal.com>

**Sent:** 24 June 2021 12:06

**To:** [redacted]@gov.scot>

**Cc:** Pat.McIlvogue@unitetheunion.org

**Subject:** Re: [EXTERNAL]Pladis Action Group - Murat Ulker - email address

Hi [redacted]

Just to be clear, Pladis is owned by Yildiz Holding. This was a business established by Murat Ulker, but Murat has a less hands on role on a day-to-day basis yet is still enormously influential in the business.

The email address for Murat Ulker is

[murat.ulker@yildizholding.com.tr](mailto:murat.ulker@yildizholding.com.tr)

I would also include Ali Ulker who is the Chairman of Yildiz

[aumail@yildizholding.com.tr](mailto:aumail@yildizholding.com.tr)

And I would include Mehmet Tununcu who is Vice Chair and CEO of Yildiz

[mehmet.tutuncu@yildizholding.com.tr](mailto:mehmet.tutuncu@yildizholding.com.tr)

The email addresses above are as they appear, but for your information each of the "U" letters in the written surnames have 2 dots above as per the Turkish alphabet. I'm sure that if Kate Forbes is to write to the above people, she will want to observe this.

Regards  
Matt Gould.

---

**From:** [redacted]@gov.scot>  
**Sent:** 24 June 2021 08:40  
**To:** Matthew Gould <gouldm@pladisglobal.com>  
**Cc:** Pat.McIlvogue@unitetheunion.org <Pat.McIlvogue@unitetheunion.org>  
**Subject:** [EXTERNAL]Pladis Action Group - Murat Ulker - email address

**CAUTION:** This email was sent from an external address. Please be vigilant and check the sender carefully, do not click on links or open attachments if the sender is unknown. Use the Report Phishing buttons in Outlook if in doubt.

Good Morning Matthew,

At the Pladis Action group meeting you advised that you had an email address for Murat Ulker – are you able to forward that to me as the Cabinet Secretary plans to write to him soon.

Many Thanks  
[redacted]

[redacted]

Business Briefings Unit - Rapid Response Division  
COVID-19 Business Resilience and Support Directorate  
5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

Telephone: [redacted] | Mobile: [redacted]

Please note my working days are Monday – Thursday

**Currently Working From Home**

---

**EMAIL 12 – 24<sup>th</sup> JUNE (Attachment included in separate document)**

**From:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>  
**Sent:** 24 June 2021 15:26  
**To:** [redacted]@gov.scot>; David.Hume@gmb.org.uk; gouldm@pladisglobal.com  
**Cc:** [redacted]@gov.scot>; [redacted]@gov.scot>  
**Subject:** RE: [EXTERNAL] Tollcross Demographic/Geographic Information

Hi [redacted]

Page 26 and 27

As requested

Thanks

Pat

**From:** [redacted]@gov.scot]

**Sent:** 24 June 2021 15:21

**To:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>; David.Hume@gmb.org.uk; gouldm@pladisglobal.com

Cc: [redacted]@gov.scot; [redacted]@gov.scot

Subject: [EXTERNAL] Tollcross Demographic/Geographic Information

**EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.**

Pat, David, Matthew

Are you able to send me across the information on the demographic and geographic spread of the staff at Tollcross that was mentioned in the Action Group meeting yesterday so that I can share it with the other members of the Action Group?

Can you keep [redacted] and [redacted] on copy in your replies as I'll be on leave for the next week.

Thanks.

[redacted]

[redacted]

Business Briefing Unit

Rapid Response Division

COVID-19 Business Resilience and Support Directorate

Scottish Government

2nd Floor, 5 Atlantic Quay

Glasgow, G2 8LU

Mobile +[redacted]

[redacted]

I am currently working from home and can be contacted by mobile or email

---

## **EMAIL 13 – 29<sup>th</sup> JUNE**

**From:** David Hume (SC) <David.Hume@gmb.org.uk>

**Sent:** 29 June 2021 11:07

**To:** [redacted]@gov.scot>; Pat.McIlvogue@unitetheunion.org

**Cc:** peter.doherty@pladisglobal.com; anthony.bennett@pladisglobal.com; gouldm@pladisglobal.com;

[redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>

**Subject:** Re: Pladis - Meeting With Ms Forbes

Hi [redacted]

That would be fine, I'll look out for the invite.

Thanks

David

David Hume

GMB Scotland Organiser

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For our privacy policy go to [www.gmb.org.uk/legal/privacy-policy](http://www.gmb.org.uk/legal/privacy-policy)

---

**From:** [redacted]@gov.scot>

**Sent:** Tuesday, June 29, 2021 10:21:55 AM

**To:** Pat.McIlvogue@unitetheunion.org <Pat.McIlvogue@unitetheunion.org>; David Hume (SC)

<David.Hume@gmb.org.uk>

**Cc:** peter.doherty@pladisglobal.com <peter.doherty@pladisglobal.com>; anthony.bennett@pladisglobal.com

<anthony.bennett@pladisglobal.com>; gouldm@pladisglobal.com <gouldm@pladisglobal.com>;  
[redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>

**Subject:** Pladis - Meeting With Ms Forbes

Good Morning Pat and David,

Ms Forbes has suggested another call with you ahead of the next Action Group meeting – would Wednesday 7 July at 08:30 be ok for you both?

Many Thanks  
[redacted]

[redacted]

Business Briefings Unit - Rapid Response Division  
COVID-19 Business Resilience and Support Directorate  
5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

Telephone: [redacted] | Mobile: [redacted]

Please note my working days are Monday – Thursday

**Currently Working From Home**

---

## **EMAIL 14 – 29<sup>TH</sup> JUNE**

**From:** David Hume (SC) <David.Hume@gmb.org.uk>  
**Sent:** 29 June 2021 10:08  
**To:** [redacted]@gov.scot>  
**Cc:** Peter Doherty (peter.doherty@pladisglobal.com) <peter.doherty@pladisglobal.com>  
**Subject:** Re: Letter from Ms Forbes to Yildiz Holdings

Hi [redacted]

Can you please include GMB Convener Peter Doherty(CC) in any future distribution lists?

Best Wishes  
David

David Hume  
GMB Scotland Organiser

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---

**From:** [redacted]@gov.scot>  
**Sent:** Tuesday, June 29, 2021 9:28:52 AM  
**To:** [redacted]@glasgow.gov.uk>; [redacted]@glasgow.gov.uk>; Pat.McIlvogue@unitetheunion.org  
<Pat.McIlvogue@unitetheunion.org>; David Hume (SC) <David.Hume@gmb.org.uk>; [redacted]@scotent.co.uk

[redacted]@scotent.co.uk>; [redacted]@glasgow.gov.uk>; [redacted]@sds.co.uk <>;  
[redacted]@clydegateway.com>; [redacted]@gov.scot>; [redacted]clydegateway.com>  
Cc: [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>;  
[redacted]@gov.scot>; [redacted]@gov.scot>  
Subject: Letter from Ms Forbes to Yildiz Holdings

Action Group Members,

Please see attached letter from Ms Forbes to Yildiz Holdings, parent company of Pladis which was issued on 25 June.

Many Thanks  
[redacted]

[redacted]

Business Briefings Unit - Rapid Response Division  
COVID-19 Business Resilience and Support Directorate  
5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

Telephone: [redacted] | Mobile: [redacted]

Please note my working days are Monday – Thursday

Currently Working From Home

---

## **EMAIL 15 – 29<sup>th</sup> JUNE**

---

**From:** [redacted]@gov.scot>  
**Sent:** Tuesday, June 29, 2021 2:49:59 PM  
**To:** [Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org) <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>; [david.hume@gmb.org.uk](mailto:david.hume@gmb.org.uk) <[david.hume@gmb.org.uk](mailto:david.hume@gmb.org.uk)>  
**Cc:** Peter T Doherty <[peter.doherty@pladisglobal.com](mailto:peter.doherty@pladisglobal.com)>; Anthony Bennett <[anthony.bennett@pladisglobal.com](mailto:anthony.bennett@pladisglobal.com)>; Matthew Gould <[gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com)>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [Elaine.Dougall@unitetheunion.org](mailto:Elaine.Dougall@unitetheunion.org) <[Elaine.Dougall@unitetheunion.org](mailto:Elaine.Dougall@unitetheunion.org)>  
**Subject:** RE: [EXTERNAL] Pladis - Meeting With Ms Forbes

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Hi Pat,

It will be a Teams meeting so you should also be able to dial in if that would work better.

[redacted]

**From:** McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>  
**Sent:** 29 June 2021 14:47  
**To:** [redacted]@gov.scot>; [david.hume@gmb.org.uk](mailto:david.hume@gmb.org.uk)  
**Cc:** [peter.doherty@pladisglobal.com](mailto:peter.doherty@pladisglobal.com); [anthony.bennett@pladisglobal.com](mailto:anthony.bennett@pladisglobal.com); [gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com); [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; Dougall,



Elaine <[Elaine.Dougall@unitetheunion.org](mailto:Elaine.Dougall@unitetheunion.org)>

**Subject:** RE: [EXTERNAL] Pladis - Meeting With Ms Forbes

Hi

I am on leave until 20<sup>th</sup> but hopefully will have an Internet connection where I am staying. Will it be teams?

Regards

Pat

**From:** [redacted]@gov.scot]

**Sent:** 29 June 2021 10:22

**To:** Mcllvogue, Pat <[Pat.Mcllvogue@unitetheunion.org](mailto:Pat.Mcllvogue@unitetheunion.org)>; [david.hume@gmb.org.uk](mailto:david.hume@gmb.org.uk)

**Cc:** [peter.doherty@pladisglobal.com](mailto:peter.doherty@pladisglobal.com); [anthony.bennett@pladisglobal.com](mailto:anthony.bennett@pladisglobal.com); [gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com);

[redacted]@gov.scot; [redacted]@gov.scot; [redacted]@gov.scot; [redacted]@gov.scot

**Subject:** [EXTERNAL] Pladis - Meeting With Ms Forbes

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---

Good Morning Pat and David,

Ms Forbes has suggested another call with you ahead of the next Action Group meeting – would Wednesday 7 July at 08:30 be ok for you both?

Many Thanks

[redacted]

[redacted]

Business Briefings Unit - Rapid Response Division  
COVID-19 Business Resilience and Support Directorate  
5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

Telephone: [redacted] | Mobile: [redacted]

Please note my working days are Monday – Thursday

**Currently Working From Home**

---

**EMAIL 16 – 30<sup>th</sup> JUNE (Attachments included in separate document)**

**From:** Mcllvogue, Pat <[Pat.Mcllvogue@unitetheunion.org](mailto:Pat.Mcllvogue@unitetheunion.org)>

**Sent:** 30 June 2021 17:37

**To:** [redacted]@scotent.co.uk; [redacted]@gov.scot; [redacted]@sds.co.uk

**Cc:** David Hume (SC) <[David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk)>; Peter T Doherty <[peter.doherty@pladisglobal.com](mailto:peter.doherty@pladisglobal.com)>; Peter Lamb <[lambp@pladisglobal.com](mailto:lambp@pladisglobal.com)>; Gary Russell <[russellg@pladisglobal.com](mailto:russellg@pladisglobal.com)>; Dougall, Elaine <[Elaine.Dougall@unitetheunion.org](mailto:Elaine.Dougall@unitetheunion.org)>; Matthew Gould <[gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com)>; Cullinane, Jackson <[Jackson.Cullinane@unitetheunion.org](mailto:Jackson.Cullinane@unitetheunion.org)>; Rafferty, Pat <[Pat.Rafferty@unitetheunion.org](mailto:Pat.Rafferty@unitetheunion.org)>

**Subject:** FW: [EXTERNAL] Feedback on yesterdays request & thoughts on coming weeks

**Importance:** High

Hi All

See note below to employer requesting extension to Consultation Process, we await their response. I am on leave from tonight until the 20<sup>th</sup>. David will update you on the employers response to this request.

If you could make the Cabinet Secretary aware of this request that would be appreciated.

Thanks for your help and support it is appreciated.

Kind Regards

Pat McIlvogue  
Regional Industrial Officer  
Unite the Union  
Scotland

**From:** McIlvogue, Pat

**Sent:** 30 June 2021 17:21

**To:** 'Jim Cuthbert' <james\_cuthbert@pladisglobal.com>; david.hume@gmb.org.uk

**Cc:** Gary Russell <russellg@pladisglobal.com>; Peter Lamb <lambp@pladisglobal.com>; Matthew Gould <gouldm@pladisglobal.com>; Peter T Doherty <peter.doherty@pladisglobal.com>; Steven M Porter <steven.porter@pladisglobal.com>; David Hume (SC) <David.Hume@gmb.org.uk>; Anthony Bennett <anthony.bennett@pladisglobal.com>; Richard Payne <richard.payne@pladisglobal.com>; James Spence <James.Spence@pladisglobal.com>; Ian Gilder <ian.gilder@pladisglobal.com>; Dougall, Elaine (TGWU) <Elaine.Dougall@unitetheunion.org>

**Subject:** RE: [EXTERNAL] Feedback on yesterdays request & thoughts on coming weeks

**Importance:** High

Jim

Thanks for response. Couple of points for consideration and feedback;

We acknowledge that availability of all parties due to leave is a factor for all that needs to be considered..

We welcome the opportunity for the sharing of real time data that you have committed to as per our discussions. Thank you .

We are disappointed that the business has declined our request for technical experts to join the consultation group. A counter proposal is being formulated **a version will not be available on the 5th July**. For transparency the Action Group for your information is commissioning technical consultants to assist in the shaping of the counter proposal. We have been working tirelessly in the background with the Government Ministers and Agencies to shape a counter proposal. As I am sure you will agree it is about making it as financially robust as possible and giving it the greatest opportunity of success is the focus for all. The business declining the opportunity for technical experts to liaise directly with the process will slow it down.

We are attuned to the concerns of our members and their expressed mandate to their joint trade unions around formulating a counter proposal to save jobs at Tollcross, indeed it would do our memberships a disservice to rush through a process without exploring any and all options available to mitigate the need for compulsory redundancies.

**To this end please accept this note as a formal request from Unite & Gmb trade unions for an extension to the 45 day minimum formal consultation period. This request is made to facilitate the mitigation for the need for compulsory redundancies. With the employer indicating the first proposed redundancy, if the employers proposal was to move forward would not take place until 31<sup>st</sup> December 2021, this should enable and facilitate the agreement of this reasonable request by the joint trade unions.**

Regards

Pat McIlvogue  
Regional Industrial Officer  
Unite the Union  
Scotland

**From:** Jim Cuthbert [[mailto:james\\_cuthbert@pladisglobal.com](mailto:james_cuthbert@pladisglobal.com)]

**Sent:** 30 June 2021 16:24

**To:** McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>

**Cc:** Gary Russell <[russellg@pladisglobal.com](mailto:russellg@pladisglobal.com)>; Peter Lamb <[lambp@pladisglobal.com](mailto:lambp@pladisglobal.com)>; Matthew Gould <[gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com)>; Peter T Doherty <[peter.doherty@pladisglobal.com](mailto:peter.doherty@pladisglobal.com)>; Steven M Porter <[steven.porter@pladisglobal.com](mailto:steven.porter@pladisglobal.com)>; David Hume (SC) <[David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk)>; Anthony Bennett <[anthony.bennett@pladisglobal.com](mailto:anthony.bennett@pladisglobal.com)>; Richard Payne <[richard.payne@pladisglobal.com](mailto:richard.payne@pladisglobal.com)>; James Spence <[James.Spence@pladisglobal.com](mailto:James.Spence@pladisglobal.com)>; Ian Gilder <[ian.gilder@pladisglobal.com](mailto:ian.gilder@pladisglobal.com)>

**Subject:** [EXTERNAL] Feedback on yesterdays request & thoughts on coming weeks

**EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.**

Hi Pat,

The minutes from yesterday's consultation meeting are not complete but I thought I would send this email as you requested a timely response to your request to include technical advisers from the action group in our consultation meetings.

I am still of the firm belief that the consultation process should be undertaken solely with the union and employee representatives elected for that purpose, but I am content for you to share any information provided to date with the Action Group or answer any further questions you may have in a timely manner.

Although we agreed to cancel our consultation meeting on the 22nd June to allow more time to complete any alternative options you wish us to consider, I understand, that no options were currently ready to present to us at yesterday's meeting.

I would reiterate that am fully committed to conducting a meaningful consultation, but also aware (as indeed I am sure you are) of the growing concern from the workforce and their need to understand the process we are jointly conducting.

I understood the initial version of any alternative proposals will be ready by Monday 5th July however, I recognise that the team will require time to review and so would expect to have an update on progress of the alternative proposal shared with us in the meeting on the 20th July. I hope you agree that is a reasonable expectation.

I am aware that a few members of the consultation group will be on annual leave up until 20th July and for that reason I am happy to review the final version of any alternative proposal in the meeting on 27th July, although if available earlier that would be appreciated.

I will continue with the weekly consultation meetings and as agreed at yesterday's meeting, we will also support Tony with timely data turnaround for him to complete his work on any alternative proposal. To that end any requests for information/data can be emailed to myself and I will respond as quickly as possible.

Regards,

Jim

**Jim Cuthbert**

General Manager - Tollcross Factory

United Kingdom  
McVities Tollcross, 720 Tollcross Road, Glasgow, G32 8UD

T\_ [redacted]

M\_ [redacted]

E\_ [james\\_cuthbert@pladisglobal.com](mailto:james_cuthbert@pladisglobal.com)

---

## **EMAIL 17 – 5<sup>th</sup> JULY**

-----Original Message-----

From: Pat McIlvogue <[patrick.mcilvogue@icloud.com](mailto:patrick.mcilvogue@icloud.com)>

Sent: 05 July 2021 06:50

To: [redacted]@[gov.scot](mailto:gov.scot)>

Subject: Cab sec call

Hi [redacted]

Can you send the link and Callander invite for the Wednesday cab sec call please.

I have an internet connection where I am staying so can join the call via teams

Thanks

Pat

Sent from my iPhone

---

## **EMAIL 18 – 5<sup>th</sup> JULY**

From: [redacted]@[gov.scot](mailto:gov.scot)>

Sent: 05 July 2021 09:53

To: McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>; Matthew Gould <[gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com)>

Subject: RE: [EXTERNAL] Pladis - Meeting with Cabinet Secretary for Finance and Economy

Thanks Pat I've sent it on.

From: McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>

Sent: 05 July 2021 08:52

To: [redacted]@[gov.scot](mailto:gov.scot)>; Matthew Gould <[gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com)>

Subject: Re: [EXTERNAL] Pladis - Meeting with Cabinet Secretary for Finance and Economy

Hi

Can you add Matt our national convenor please thanks

thanks

Pat

Sent from my iPhone

> On 5 Jul 2021, at 08:25, "[redacted]@[gov.scot](mailto:gov.scot)" wrote:

>

> EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.

>

> Good Morning,

>

> Please find below joining details for Wednesday's meeting with Ms Forbes.

>

> Many Thanks

> [redacted]

>

>

> Microsoft Teams meeting

> Join on your computer or mobile app

> Click here to join the meeting<[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_OTU4ZGQ4ZjgtMzA1Ny00MjE0LWI5YWItZGY2ZmIxZWUxYzAy%40thread.v2/0?context=%7b%22Tid%22%3a%220ef77447-1083-4dec-b89f-27c765076840%22%2c%22Oid%22%3a%22d1c760df-be92-487b-bea4-309ec24f0bd6%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_OTU4ZGQ4ZjgtMzA1Ny00MjE0LWI5YWItZGY2ZmIxZWUxYzAy%40thread.v2/0?context=%7b%22Tid%22%3a%220ef77447-1083-4dec-b89f-27c765076840%22%2c%22Oid%22%3a%22d1c760df-be92-487b-bea4-309ec24f0bd6%22%7d)>

> Or call in (audio only)

> +44 131 376 2847,,137258065#<<tel:+441313762847,,137258065>> United Kingdom, Edinburgh

> Phone Conference ID: 137 258 065#

> Find a local number<<https://dialin.teams.microsoft.com/73133191-9ad3-4434-8102-57296ee8b85c?id=137258065>> | Reset PIN<<https://mysettings.lync.com/pstnconferencing>>

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> Learn More<<https://aka.ms/JoinTeamsMeeting>> |

Help<<https://scotsconnect.sharepoint.com/sites/O365Learn>> | Meeting

options<[https://teams.microsoft.com/meetingOptions/?organizerId=d1c760df-be92-487b-bea4-309ec24f0bd6&tenantId=0ef77447-1083-4dec-b89f-](https://teams.microsoft.com/meetingOptions/?organizerId=d1c760df-be92-487b-bea4-309ec24f0bd6&tenantId=0ef77447-1083-4dec-b89f-27c765076840&threadId=19_meeting_OTU4ZGQ4ZjgtMzA1Ny00MjE0LWI5YWItZGY2ZmIxZWUxYzAy@thread.v2&messageId=0&language=en-US)

[27c765076840&threadId=19\\_meeting\\_OTU4ZGQ4ZjgtMzA1Ny00MjE0LWI5YWItZGY2ZmIxZWUxYzAy@thread.v2&messageId=0&language=en-US](https://teams.microsoft.com/meetingOptions/?organizerId=d1c760df-be92-487b-bea4-309ec24f0bd6&tenantId=0ef77447-1083-4dec-b89f-27c765076840&threadId=19_meeting_OTU4ZGQ4ZjgtMzA1Ny00MjE0LWI5YWItZGY2ZmIxZWUxYzAy@thread.v2&messageId=0&language=en-US)>

---

## **EMAIL 19 – 7<sup>th</sup> JULY (Attachments included in separate document)**

**From:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>

**Sent:** 07 July 2021 06:54

**To:** [redacted]@scotent.co.uk; [redacted]@sds.co.uk; [redacted]@gov.scot>

**Subject:** FW: [EXTERNAL] Consultation Minutes & Slides

fyi

**From:** Jim Cuthbert [mailto:james\_cuthbert@pladisglobal.com]

**Sent:** 02 July 2021 17:14

**To:** Gary Russell <russellg@pladisglobal.com>; Peter Lamb <lambp@pladisglobal.com>; McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>; Matthew Gould <gouldm@pladisglobal.com>; Peter T Doherty <peter.doherty@pladisglobal.com>; Steven M Porter <steven.porter@pladisglobal.com>; David Hume (SC) <David.Hume@gmb.org.uk>; Anthony Bennett <anthony.bennett@pladisglobal.com>

**Cc:** James Spence <James.Spence@pladisglobal.com>; Richard Payne <richard.payne@pladisglobal.com>; Ian Gilder <ian.gilder@pladisglobal.com>; Shannon Kenna <Shannon.Kenna@pladisglobal.com>

**Subject:** [EXTERNAL] Consultation Minutes & Slides

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Hi all,

Please find attached a copy of the slides presented on Tuesday the 29th, the minutes from the meeting and a copy of the EIA document shared on the day. Could I ask, you review the minutes and feedback if there are any points that you believe have not been captured accurately.

Regards,

Jim

**Jim Cuthbert**

General Manager - Tollcross Factory

United Kingdom

McVities Tollcross, 720 Tollcross Road, Glasgow, G32 8UD

**T\_ +[redacted]**

**M\_ +[redacted]**

**E\_ [james\\_cuthbert@pladisglobal.com](mailto:james_cuthbert@pladisglobal.com)**

---

**EMAIL 20 – 12<sup>th</sup> JULY (Attachments included in separate document)**

**From:** David Hume (SC) <David.Hume@gmb.org.uk>

**Sent:** 12 July 2021 20:49

**To:** [redacted]@gov.scot>; [redacted]@gov.scot>

**Cc:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>

**Subject:** Most recent consultation slides

Colleagues,

Can this be circulated amongst the action group?

Thanks

David Hume

GMB Scotland Organiser

---

**EMAIL 21 – 13<sup>TH</sup> JULY – See attachment (counter proposal slides)**

**From:** Anthony Bennett <anthony.bennett@pladisglobal.com>

**Sent:** 13 July 2021 13:04

**To:** David Hume (SC) <David.Hume@gmb.org.uk>

**Cc:** [redacted]@gov.scot>

**Subject:** Re: [EXTERNAL]Fwd: Pladis - Counter Proposal

---

**From:** David Hume (SC) <David.Hume@gmb.org.uk>

**Sent:** Tuesday, July 13, 2021 12:15 PM

**To:** Anthony Bennett <anthony.bennett@pladisglobal.com>

**Subject:** [EXTERNAL]Fwd: Pladis - Counter Proposal

**CAUTION:** This email was sent from an external address. Please be vigilant and check the sender carefully, do not click on links or open attachments if the sender is unknown. Use the Report Phishing buttons in Outlook if in doubt.

Hi Tony,

Can you review the email below and let me know if we have an outline of the proposal?

Cheers  
David Hume  
GMB Scotland Organiser

To opt out of contact from GMB Scotland by email please reply STOP to this email

For our privacy policy go to [www.gmb.org.uk/legal/privacy-policy](http://www.gmb.org.uk/legal/privacy-policy)

---

**From:** [redacted]@gov.scot>  
**Sent:** Tuesday, July 13, 2021 8:35:36 AM  
**To:** Pat.McIlvogue@unitetheunion.org <Pat.McIlvogue@unitetheunion.org>; David Hume (SC) <David.Hume@gmb.org.uk>  
**Cc:** [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>  
**Subject:** Pladis - Counter Proposal

Good Morning Pat and David,

I sent out the agenda for Thursdays meeting of the Action Group this morning and you will see that the main topic of discussion is going to be the counter proposal which you are currently developing.

Do you have a draft outline of the proposal that you are able to share with Ms Forbes in advance of the meeting?

Many Thanks  
[redacted]

[redacted]

Business Briefings Unit - Rapid Response Division  
COVID-19 Business Resilience and Support Directorate  
5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

Telephone: [redacted]  
| Mobile: [redacted]

Please note my working days are Monday – Thursday

**Currently Working From Home**

---

**EMAIL 22 – 15<sup>th</sup> JULY – Attachment included in separate document**

**From:** [redacted]@unitetheunion.org>

**Sent:** 15 July 2021 13:17

**To:** [redacted]@scotent.co.uk; [redacted]@sds.co.uk; [redacted]@gov.scot>

**Cc:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>

**Subject:** FW: FOR URGENT ATTENTION : Joint Trade Unions Consultative Group - Pladis Information Request

Dear [redacted]

As per the action from the Pladis Action Group, please find attached for your information to send on to The Cabinet Secretary and Susan Aitken

Kind regards,

On behalf of Pat Mcilvogue  
REGIONAL INDUSTRIAL OFFICER

**From:** [redacted]

**Sent:** 15 July 2021 13:05

**To:** 'james\_cuthbert@pladisglobal.com' <[james\\_cuthbert@pladisglobal.com](mailto:james_cuthbert@pladisglobal.com)>; 'ian.gilder@pladisglobal.com' <[ian.gilder@pladisglobal.com](mailto:ian.gilder@pladisglobal.com)>; 'richard.payne@pladisglobal.com' <[richard.payne@pladisglobal.com](mailto:richard.payne@pladisglobal.com)>

**Cc:** [pat.mcIlvogue@unitetheunion.org](mailto:pat.mcIlvogue@unitetheunion.org); 'gouldm@pladisglobal.com' <[gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com)>; 'russellg@pladisglobal.com' <[russellg@pladisglobal.com](mailto:russellg@pladisglobal.com)>; 'David.Hume@gmb.org.uk' <[David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk)>

**Subject:** FOR URGENT ATTENTION : Joint Trade Unions Consultative Group - Pladis Information Request

Dear Jim

Please find attached letter for your urgent attention from Unite Regional Industrial Officer Pat Mcilvogue sent on behalf of the Joint Trade Unions.

This is an urgent request for information and we respectfully request your acknowledgement and response by return.

Kind regards,



On behalf of Pat Mcilvogue  
REGIONAL INDUSTRIAL OFFICER  
UNITE THE UNION

[redacted]

Unite the Union - Glasgow Regional Office

Secretary to Regional Officers Linda Wilson & Pat Mcilvogue

[redacted]

---

**EMAIL 23 – 15<sup>th</sup> JULY**



**From:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>  
**Sent:** 15 July 2021 08:20  
**To:** [redacted]@gov.scot>  
**Cc:** David.Hume@gmb.org.uk; Matthew Gould <gouldm@pladisglobal.com>  
**Subject:** Fwd: [EXTERNAL] Pladis - summary of counter-proposal progress

Hi

Apologies for time of response I have been on leave until 20th

Hope below is of use

FYI

Thanks

Pat

Sent from my iPhone

Begin forwarded message:

**From:** [redacted]@scotent.co.uk>  
**Date:** 14 July 2021 at 17:11:59 BST  
**To:** Anthony Bennett <anthony.bennett@pladisglobal.com>, Peter T Doherty <peter.doherty@pladisglobal.com>, "McIlvogue, Pat" <Pat.McIlvogue@unitetheunion.org>, "David Hume (SC)" <David.Hume@gmb.org.uk>  
**Cc:** [redacted]@scotent.co.uk>  
**Subject:** [EXTERNAL] Pladis - summary of counter-proposal progress

**EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.**

Hi Pat/Tony/David/Peter

I thought it would be helpful to provide you with [redacted] summary of work-to-date on the counter-proposal to assist with your agenda item (Presentation of Counter-Proposal) at tomorrow's Action Group.

#### Summary

Since Friday 2 July [redacted] has been working through the Counter Proposal and documents provided, and had calls with various members of the Action Group.

This culminated in a call yesterday (13 July) with [redacted], Scottish Enterprise, Tony Bennet and Peter Doherty (staff and GMB representatives). The key focus of the call was to develop and conceptualise the Proposal, which we understand is broadly as follows:-

- A factory will be built on a new site, within the Glasgow area (exact location still to be confirmed)
- This will be a reduced footprint of around [redacted]sq. ft, with the undernoted production lines (Tony will perform additional analysis to estimate the size likely to be required, based on the below)
  - Lines A and B – “L3,4,5 – [redacted]
  - Line C – “L11 – [redacted]
  - Line D – “L14 – [redacted]
  - Line F – “L17 – [redacted]
  - Line G – “L21 – [redacted]
  - Line H – “L22 – [redacted]
- The new factory will focus on:-
  - Existing production of the products listed above;
  - Overflow of [redacted]; and

- New **[redacted]**

In terms of the schedule to support the Proposal for Pladis, a strawman has been prepared with the view to clearly setting out:-

- what the Proposal is;
- how it helps to achieve Pladis' objectives / counters the challenges it faces (including CPT and volume);
- an estimate of the costs involved in closing the Tollcross site;
- an estimate of the costs of the Proposal;
- options for funding the building and machinery;
- details of potential public sector financial support; and
- details of non-financial support from the public sector.

Interpath will reach out to all of the parties involved to ascertain what support they can potentially provide, in order to include that detail within the Proposal.

Hope you find this of use.

Kind regards

**[redacted]**

**[redacted]**

Team Leader (Business Response Team), Scottish Economic Development  
Scottish Enterprise | [www.scottish-enterprise.com](http://www.scottish-enterprise.com)  
Direct dial | **[redacted]**

---

## **EMAIL 24 – 26<sup>th</sup> JULY**

**From:** **[redacted]**

**Sent:** 26 July 2021 16:33

**To:** **[redacted]**@gov.scot>; David.Hume@gmb.org.uk

**Cc:** **[redacted]**@gov.scot>

**Subject:** RE: McVities counter proposal joint communication

David, I'm just following up as **[redacted]** has had to leave for the day. The intention is to issue the joint release tonight so if you could provide your comment as soon as possible that would be much appreciated. I've copied the current draft below for information.

Thanks

**[redacted]**

**[redacted]**

**Scottish Government | Business Briefing Unit | Rapid Response Division | COVID-19 Business Resilience and Support Directorate | 2<sup>nd</sup> Floor | 5 Atlantic Quay | 150 Broomielaw | Glasgow | G2 8LU**

**Tel:** **[redacted]** | **Mob:** **[redacted]** | **e-mail:** **[redacted]**

The Pladis Action Group will tomorrow (Tuesday 27<sup>th</sup> July) table a fresh proposal to the company's management, in a further attempt to agree a way forward that would secure the McVitie's manufacturing jobs in Glasgow.

This follows extensive work carried out by the Action Group to explore all potential options to maintain the manufacturing plant in the city.

Business Minister Ivan McKee said:

"The Action Group have together worked at pace to identify and explore options to secure the future of these crucial manufacturing jobs in Glasgow.

"I would hope and expect the senior management at Pladis to now study the proposals carefully, and to engage with the Action Group on the them with in a constructive and thorough manner."

GCC quote:

Unite industrial officer Pat McIlvogue said:

"The trade unions along with the Scottish Government and other key stakeholders have been working tirelessly behind the scenes to bring forward a commercially viable alternative to the closure of the McVitie's plant at Tollcross. We believe that the proposal put forward to build a new factory on a nearby site will produce efficiency savings and make this one of the most advanced biscuit manufacturing sites in the UK. Unite is asking that Pladis the owners of the factory study and positively engage with us on this proposal because we believe that everyone can win from this most importantly the hundreds of jobs at stake in the local community."

GMB quote:

**From:** [redacted]@gov.scot>  
**Sent:** 26 July 2021 15:38  
**To:** [David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk)  
**Cc:** [redacted]@gov.scot>; [redacted]@gov.scot>  
**Subject:** RE: McVities counter proposal joint communication  
**Importance:** High

Good afternoon David, referring to Pat's email below, could you please share with myself and my colleagues the quote from GMB please?

Best regards

[redacted]

**From:** McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>  
**Sent:** 23 July 2021 14:12  
**To:** [redacted]@gov.scot>; [redacted]@sds.co.uk; [redacted]@scotent.co.uk>; David Hume (SC) <[David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk)>; [redacted]@glasgow.gov.uk; [redacted]@glasgow.gov.uk; McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>; [david.hume@gmb.org.uk](mailto:david.hume@gmb.org.uk); [redacted]@scotent.co.uk; [redacted]@scotent.co.uk; [redacted]@glasgow.gov.uk; [redacted]@sds.co.uk; [redacted]@clydegateway.com; [redacted]@gov.scot>; [redacted]@clydegateway.com; [anthony.bennett@pladisglobal.com](mailto:anthony.bennett@pladisglobal.com); [peter.doherty@pladisglobal.com](mailto:peter.doherty@pladisglobal.com); [gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com); [redacted]@gov.scot>  
**Cc:** Cullinane, Jackson <[Jackson.Cullinane@unitetheunion.org](mailto:Jackson.Cullinane@unitetheunion.org)>; Rafferty, Pat <[Pat.Rafferty@unitetheunion.org](mailto:Pat.Rafferty@unitetheunion.org)>; Dougall, Elaine <[Elaine.Dougall@unitetheunion.org](mailto:Elaine.Dougall@unitetheunion.org)>; Brady, Andrew <[Andrew.Brady@unitetheunion.org](mailto:Andrew.Brady@unitetheunion.org)>  
**Subject:** McVities counter proposal joint communication

Hi All

I think it would be beneficial if we issued a joint statement from the Action Group around the tabling of the counter proposal on Tuesday to Pladis. The content could be around the enormous amount of work in a short time period that has been put in from all partners and the hope that McVities give the proposal the due consideration and engagement on the highest level it merits.

Is there any objections to this?

Regards

Pat Mcilvogue  
Unite the Union  
Scotland

---

**EMAIL 25 – 29<sup>TH</sup> JULY**

**From:** [redacted]  
**Sent:** 29 July 2021 11:53  
**To:** 'Mcilvogue, Pat' <Pat.McIlvogue@unitetheunion.org>  
**Subject:** RE: [EXTERNAL] Next Pladis Action Group meeting

Thanks Pat

**From:** Mcilvogue, Pat <Pat.McIlvogue@unitetheunion.org>  
**Sent:** 29 July 2021 11:52  
**To:** [redacted]@gov.scot>  
**Subject:** RE: [EXTERNAL] Next Pladis Action Group meeting

Fine by me

**From:** [redacted]@gov.scot]  
**Sent:** 29 July 2021 11:50  
**To:** Mcilvogue, Pat <Pat.McIlvogue@unitetheunion.org>; David.Hume@gmb.org.uk;  
peter.doherty@pladisglobal.com; anthony.bennett@pladisglobal.com; Gouldm@pladisglobal.com  
**Subject:** [EXTERNAL] Next Pladis Action Group meeting

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Good morning all

Glasgow City Council have suggested 10am on Wednesday 4 August for the next meeting of the Action Group. Cllr Aitken will chair in Ms Forbes' absence. Grateful if you could let me know if you can attend.

Thanks

[redacted]

[redacted]

Scottish Government | Business Briefing Unit | Rapid Response Division | COVID-19 Business Resilience and Support Directorate | 2<sup>nd</sup> Floor | 5 Atlantic Quay | 150 Broomielaw | Glasgow | G2 8LU  
Tel: [redacted] | Mob: [redacted] | e-mail: [redacted]

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**EMAIL 26 – 3<sup>RD</sup> AUGUST**

**From:** [redacted]  
**Sent:** 03 August 2021 15:47  
**To:** [redacted]@sds.co.uk>; [redacted]@clydegateway.com>; [redacted]@scotent.co.uk>;

[redacted]@scotent.co.uk>; [redacted]@gov.scot>; [redacted]@glasgow.gov.uk>;  
[redacted]@glasgow.gov.uk>; [redacted]@glasgow.gov.uk>; 'McIlvogue, Pat'  
<Pat.McIlvogue@unitetheunion.org>; 'David.Hume@gmb.org.uk' <David.Hume@gmb.org.uk>;  
'peter.doherty@pladisglobal.com' <peter.doherty@pladisglobal.com>; 'anthony.bennett@pladisglobal.com'  
<anthony.bennett@pladisglobal.com>; 'gouldm@pladisglobal.com'  
<gouldm@pladisglobal.com>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>;  
[redacted]@gov.scot>; [redacted]@gov.scot>; '[redacted]@clydegateway.com>  
**Subject:** Pladis Action Group - 5th meeting - agenda

Good afternoon all

Please see below the agenda for tomorrow's meeting, along with a readout of the First Minister and Deputy First Minister's meeting with Pladis last week.

**Agenda:**

<u>ITEM</u>	<u>LEAD</u>	<u>TIME</u>
Welcome and update	Councillor Aitken/Scottish Government	10 Mins
Feedback from Unions on consultation process	Unite/GMB	15 Mins
Update on counter proposal	Scottish Enterprise/Unite/GMB	15 Mins
Next Steps/AOB	Councillor Aitken	5 Mins

On 29 July the First Minister and Deputy Minister spoke with Salman Amin (CEO, Pladis) and David Murray (Managing Director, Pladis UK and Ireland). The Scottish Government's commitment to finding a positive outcome was reiterated and the importance of thoroughly and genuinely considering the proposal was emphasised. It was noted that the proposal addresses the business considerations that have informed Pladis' decision making and it would see the development of a state of the art site in Glasgow that could be used as a template for the rest of the Pladis estate. It was made clear that there is opportunity for Pladis to work with the Action Group to strengthen the proposal.

Mr Amin reassured attendees that there would be thorough engagement and consideration on the detail of the proposal with transparency around any decisions made, stating that Pladis are open to considering viable alternatives for the benefit of the total UK business and its future health.

Regards  
[redacted]

[redacted]  
Scottish Government | Business Briefing Unit | Rapid Response Division | COVID-19 Business Resilience and Support Directorate | 2<sup>nd</sup> Floor | 5 Atlantic Quay | 150 Broomielaw | Glasgow | G2 8LU  
Tel: [redacted] | Mob: [redacted] | e-mail: [redacted]

---

**EMAIL 27 – 4<sup>th</sup> AUGUST**

**From:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>  
**Sent:** 04 August 2021 09:29  
**To:** [redacted]@gov.scot>; [redacted]@glasgow.gov.uk; russellg@pladisglobal.com;  
[redacted]@scotent.co.uk; [redacted]@sds.co.uk; [redacted]@clydegateway.com; david.hume@gmb.org.uk;  
peter.doherty@pladisglobal.com; [redacted]@clydegateway.com; anthony.bennett@pladisglobal.com;  
gouldm@pladisglobal.com; [redacted]@glasgow.gov.uk; [redacted]@gov.scot>; [redacted]@scotent.co.uk

Cc: [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; Rafferty, Pat <Pat.Rafferty@unitetheunion.org>; Dougall, Elaine <Elaine.Dougall@unitetheunion.org>  
Subject: RE: [EXTERNAL] Pladis Action Group - Future Meetings - Provisional Dates and Times

Hi All

I think we can discuss this today but the timeline expressed is unlikely to run to end of September as the employer is pushing forward with their proposal as it stands after the rebuttal of our counter proposal.

They are for want of a better term; wanting us to step up or shut up in regards to supports.

Regards

Pat

From: [redacted]@gov.scot]

Sent: 04 August 2021 09:12

To: [redacted]@glasgow.gov.uk; russellg@pladisglobal.com; [redacted]@scotent.co.uk; [redacted]@sds.co.uk; [redacted]@clydegateway.com; McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>; david.hume@gmb.org.uk; peter.doherty@pladisglobal.com; [redacted]@clydegateway.com; anthony.bennett@pladisglobal.com; gouldm@pladisglobal.com; [redacted]@glasgow.gov.uk; [redacted]@gov.scot; [redacted]@scotent.co.uk

Cc: [redacted]@gov.scot; [redacted]@gov.scot; [redacted]@gov.scot; [redacted]@gov.scot

Subject: [EXTERNAL] Pladis Action Group - Future Meetings - Provisional Dates and Times

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Good Morning,

We are currently finalising dates for the 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> Meetings of the Pladis Action Group (with the 5<sup>th</sup> due to take place later this morning).

The Cabinet Secretary's office have provided the following available times:

**6<sup>th</sup> Meeting:**

Friday 20 August 08:00 – 08:45

**7<sup>th</sup> Meeting:**

Wednesday 8 September 10:15 – 11:15

or

Wednesday 8 September 17:30 – 18:15

**8<sup>th</sup> Meeting:**

Wednesday 29 September 17:30 – 18:15

**Can you please access the doodle poll link below to indicate your availability for these dates and times.**

[https://doodle.com/poll/3iidzg237qr6x98v?utm\\_source=poll&utm\\_medium=link](https://doodle.com/poll/3iidzg237qr6x98v?utm_source=poll&utm_medium=link)

Many Thanks  
[redacted]

**[redacted]**

Business Briefings Unit - Rapid Response Division  
COVID-19 Business Resilience and Support Directorate  
5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

Telephone: **[redacted]** | Mobile: **[redacted]**

Please note my working days are Monday – Thursday

**Currently Working From Home**

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## **EMAIL 28 – 12<sup>th</sup> AUGUST**

**From:** **[redacted]**@gov.scot>

**Sent:** 12 August 2021 14:04

**To:** gouldm@pladisglobal.com; McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>; Gary Russell <russellg@pladisglobal.com>

**Subject:** RE: [EXTERNAL] RE: Request for Meeting

All Would you be available around 2pm tomorrow for a call with Scottish Government finance colleagues?

**[redacted]**

**From:** **[redacted]**

**Sent:** 11 August 2021 17:53

**To:** **[redacted]**@gov.scot>; gouldm@pladisglobal.com; [David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk); **[redacted]**@gov.scot>

**Subject:** RE: [EXTERNAL] RE: Request for Meeting

All are you content for a meeting to be set up on Friday afternoon?

**[redacted]**

**From:** McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>

**Sent:** 11 August 2021 10:15

**To:** **[redacted]**@gov.scot>

**Cc:** **[redacted]**@gov.scot>; gouldm@pladisglobal.com; [David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk); **[redacted]**@gov.scot>

**Subject:** Re: [EXTERNAL] RE: Request for Meeting

James

I am in highlands and signal is next to nothing, I have traveled in car to get this signal today so apologies on time of response

What about Friday afternoon for a link call would that work

The employer has set out their stall to move forward with closure so we need to know what if any intervention financially can be made

Thanks

Pat

Sent from my mobile device

On 10 Aug 2021, at 12:30, "[redacted]@gov.scot" wrote:

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Thanks, Pat. I'll contact the Cabinet Secretary's office and try to set up a call for after Ms Forbes' return on 17 August.

In the meantime, I've spoken to colleagues and, as the call with Cabinet Secretary would be at least a week away, we still think it would be helpful if we could have a conversation this week rather than wait for her return. This will allow us to discuss with you the key points around potential funding. Can you let me know if you're happy to do that and let me know any time this week you can do that?

**[redacted]**

**From:** McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>

**Sent:** 09 August 2021 22:43

**To:** **[redacted]@gov.scot**>

**Cc:** **[redacted]@gov.scot**>; [gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com); [David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk); **[redacted]@gov.scot**>

**Subject:** Re: [EXTERNAL] RE: [EXTERNAL] RE: [EXTERNAL] RE: [EXTERNAL] Request for Meeting

Hi

I am sorry we couldn't make dairies work

Is there another time that could work isbit possible to set it for the cabinet Sec return from leave ??

Thanks

Pat

Sent from my iPhone

On 6 Aug 2021, at 13:36, "[redacted]@gov.scot" wrote:

**EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.**

Dear Pat, thanks for your e-mails and apologies if this is proving difficult to organise. We're keen to get the right people to answer your questions etc. and they're not around today, also realise and very keen that you can also get the necessary folk on from your side too. I've noted 4pm on Monday doesn't work (for any of us) I wanted to offer that I can do evening too on Monday, ideally between 18.15-20.30. Appreciate that's outside working hours for some but want to ensure we get the chance to chat if at all possible before your next meeting on Tuesday. Can you let me know if Monday evening would work on your side?

Best regards,

**[redacted]**

**[redacted]**– Deputy Director – Rapid Response Division – COVID-19 Business Resilience and Response Directorate  
– Scottish Government



Tel: [redacted] Mob: [redacted]  
E mail: [redacted]

<image001.png>

*If you receive an email from me late in the evening, early in the morning or at the weekend, please do not feel that you need to reply immediately. Working flexibly suits me but I don't expect others to respond outside of their normal office hours.*

**From:** McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>  
**Sent:** 06 August 2021 12:42  
**To:** [redacted]@gov.scot>; [gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com)  
**Cc:** [David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk); [redacted]@gov.scot>; [redacted]@gov.scot>  
**Subject:** RE: [EXTERNAL] RE: [EXTERNAL] RE: [EXTERNAL] Request for Meeting

No that the consultation meeting

**From:** [redacted]@gov.scot]  
**Sent:** 06 August 2021 12:41  
**To:** [gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com); McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>  
**Cc:** [David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk); [redacted]@gov.scot; [redacted]@gov.scot  
**Subject:** [EXTERNAL] RE: [EXTERNAL] RE: [EXTERNAL] Request for Meeting

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---

Would Tuesday morning work?

[redacted]

**From:** Matthew Gould <[gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com)>  
**Sent:** 06 August 2021 12:28  
**To:** McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>; [redacted]@gov.scot>  
**Cc:** [David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk); [redacted]@gov.scot>  
**Subject:** Re: [EXTERNAL] RE: [EXTERNAL] Request for Meeting

Pat,

[redacted] has arranged a meeting to discuss the counter proposal at 4pm on Monday.

Regards

Matt Gould  
Unite Convenor

---

**From:** McIlvogue, Pat <[Pat.McIlvogue@unitetheunion.org](mailto:Pat.McIlvogue@unitetheunion.org)>  
**Sent:** Friday, August 6, 2021 12:24:55 PM  
**To:** [redacted]@gov.scot>; Matthew Gould <[gouldm@pladisglobal.com](mailto:gouldm@pladisglobal.com)>  
**Cc:** [David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk) <[David.Hume@gmb.org.uk](mailto:David.Hume@gmb.org.uk)>; [redacted]@gov.scot>  
**Subject:** RE: [EXTERNAL] RE: [EXTERNAL] Request for Meeting

**CAUTION:** This email was sent from an external address. Please be vigilant and check the sender carefully, do not click on links or open attachments if the sender is unknown. Use the Report Phishing buttons in Outlook if in doubt.

Hi [redacted]

It's just a variable where I will be on Monday travelling and reception.

Matt as our Senior Lay Official in the UK can be involved from Unite, could we push it to 4pm and I will try and join?  
(*hopefully will have arrived by that time*)

Thanks

Pat

**From:** [redacted]@gov.scot]  
**Sent:** 06 August 2021 12:03  
**To:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>  
**Cc:** David.Hume@gmb.org.uk; [redacted]@gov.scot  
**Subject:** [EXTERNAL] RE: [EXTERNAL] Request for Meeting

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Thanks Pat. I've asked colleagues but I think some of them may be off today. Would there be any other time on Monday you could do?

[redacted]

**From:** McIlvogue, Pat <Pat.McIlvogue@unitetheunion.org>  
**Sent:** 06 August 2021 11:54  
**To:** [redacted]@gov.scot>  
**Cc:** David.Hume@gmb.org.uk; [redacted]@gov.scot>  
**Subject:** Re: [EXTERNAL] Request for Meeting

[redacted]

I am on leave and travelling north on Monday on family issues and may not have a connection

Is there scope for a discussion this afternoon

Thanks

Pat  
Sent from my iPhone

On 6 Aug 2021, at 11:48, "[redacted]@gov.scot" wrote:

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Pat, David

At the Action Group meeting on Wednesday you requested a ministerial call to discuss the potential Scottish Government funding for the counter-proposal option. As you're aware, the Cabinet Secretary is on leave at the moment and other ministerial diaries are very busy. However, we did not want to delay having a conversation with you about this important matter and thought it would be helpful if officials were able to speak with you in the first instance. Would you and colleagues be agreeable, therefore, to a discussion with my colleagues in Scottish Government Finance and with my Deputy Director on Monday at 3pm?

**[redacted]**

Business Briefing Unit

Rapid Response Division

COVID-19 Business Resilience and Support Directorate

Scottish Government

2nd Floor, 5 Atlantic Quay

Glasgow, G2 8LU

Mobile **[redacted]**

**[redacted]**

**I am currently working from home and can be contacted by mobile or email**