

Transcription of Meeting with Paddy Tyson held on 18th March at the MAG Offices.

Recorded by Den Powell.

Attendees

Neil Liversidge	Board of Directors
Pete Walker	Board of Directors
Ian Mutch	President
Den Powell	National Chair
Paddy Tyson	Campaigns Manager

IP - Interrupts during a pause in speech.

IS - Interrupts while the previous person is still speaking.

Time	Speaker	Transcription
Paddy 1 00:00:00		<i>(various)</i>
	NL	We're not having these meetings recorded. Turn that recorder off please.
	DP	It wasn't me who asked for it.
	NL	You turn that off?
	PT	Before you do can I just say publicly that Neil is asking that the voice recorder be turned off and as such the meeting will not go ahead, so I will have to leave the room.
	NL	Right. Ok.
00:00:45	NL	<i>(break in recording)</i> ... meeting in Castleford for which your travel expenses will be paid. It will occur at 11am next Monday 25 th March.
	PT	Are we still recording Pete?
	PW	No unfortunately not.
	NL	If you ...
	PT	<i>(IS) (unsure)</i>
	NL	<i>(IS)</i> If you do not attend ...
	PT	<i>(IS)</i> Well if you could hold on a minute Neil ...
	NL	<i>(IS)</i> If you ...
	PT	... we'll get the recording issues ...
	NL	<i>(IS)</i> If you, no this meetings being conducted on ... this, this meetings being conducted according to ... <i>(recording ends)</i>
Paddy 2 00:00:00	NL	... meeting, will ... <i>(unsure)</i> ... misconduct. Right. If you are refusing to proceed with this meeting now, that will be considered gross misconduct. Are you refusing to proceed with this meeting?
	PT	I have attended this meeting as you have requested, but given that I began a formal grievance proceeding last Friday, of which you are a named party, we cannot discuss any of that and ...
	NL	<i>(IS)</i> The issue is that we, the issue is that we wish to discuss with you, we are entitled to discuss with you as your employer.
	PT	<i>(unsure)</i>
	NL	That's why, that's why you have been required ...
	PW	<i>(IS)</i> Can I remind all parties in this room that the tape is back on.
	NL	That's alright, that's fine.
	PT	... and as is the case with employment law, once a formal grievance procedure

...

NL Right.

PT ... has been requested, that trumps all other staffing issues.

NL Wrong. Right we have convened this meeting today to discuss issues which we wish to discuss with you. For the last 7 days you have attempted to avoid having this meeting. We have it in writing from you before any grievance was raised, that you would refuse to attend this meeting. We are confident that any tribunal will view your refusal and the subsequent grievance procedure and the subsequent making of a grievance by you in that context. Therefore, we your employers have matters that we are going to make clear to you now.

NL No 1. You do not refuse to attend a staff meeting. We are legally entitled to require you to attend a staff meeting as your employers. You do not refuse to attend. To do so is insubordinate, and you will adopt a polite demeanour when dealing with your employers, not the rude demeanour that you have shown today. You will not be insubordinate to your employers. We are your employers. We are your appointed managers. Right. You do not appoint a 3rd party to attend the staff meeting in your place. You attend because you are the employee, we pay your wages.

00:02:05 NL Relationships with contractors. You do not undermine Neil Stevenson, you do not undermine Ian Mutch as you have in the past. As has been documented. As has been witnessed. That behaviour is disgraceful. These are people that have worked for many years for the Motorcycle Action Group and on behalf of MAG UK Ltd. You will not do that behaviour anymore. If you do, you will be rendered liable to instant dismissal. It will be considered gross misconduct.

00:02:10 NL The Press Committee (PC). We've seen your comment on email about the PC. Clearly you think that no one else is qualified to give input on this. You are wrong. Your comments are arrogant and rude. They are demeaning of the people who run this organisation. You are out of order. You seem to think that you are in a position to dictate to the rest of us. You are not. You are an employee. We pay your wages and you will be subject to the discipline of this company.

00:03:20 NL In one of your emails, you refer to a perverted image choice by Mr Mutch. Would you like to expand on those remarks?

PT I, as I said at the start of this meeting will not be discussing any of these issues while a formal grievance proceeding has been started ...

NL Right well we're ...

PT ... and while you are failing to address it.

NL Right we're not failing to address anything. We're in a meeting with you as your employer and we're asking you about activities that you've conducted, remarks that you've made about your colleagues in this organisation and we're telling you that those comments and remarks are unacceptable. Right. They are far beneath the standard of conduct we expect from any person in this organisation. We find your attitude rude and arrogant and we will not tolerate such an attitude from any employee, especially not senior employees. Am I making myself clear?

00:04:15 PT I'll refer you to my previous statement.

NL No, you're not a lawyer, am I making myself clear? Yes or No will suffice. This is not a parliamentary debate, you don't refer me to a previous statement. You answer the question. Am I making myself clear? Is that clearly understood?

PT Once a formal grievance has been placed ...

NL (IS) Is that clearly understood?
PT ... and you are ...
NL (IS) Is it clearly understood?
PT ... party to that grievance, I will not discuss ...
NL Is it clearly understood? I've made a statement which is in plain English, that you will not denigrate the work of your colleagues, you will not undermine your colleagues, you will not undermine contractors, you will not abuse people in emails as you have done. Right. You will not make rude reference to people, you will not display insubordination. You will not undermine your employers in the presence of other employees. You will not undermine your employers in the presence of members of the Motorcycle Action Group in any media whatsoever. Do I make myself clear.

00:05:15 PW Would you like to retort on that Paddy would you like to answer any of those?
PT I'd like to say that, what I've already said which while a formal grievance is proceeding
PW & NL *(sniggering I think)*
NL Paddy, you've made a statement here, in an email to Den Powell, copied to Selina, "I know they only want power and are disinterested in the greater good or expansion of MAG. If I am to be associated with what will be the new public face of MAG, I will really have to reconsider as there will be huge professional damage done. Right. For your information, we ran this organisation successfully for many years before you appeared on the scene. Right and we will continue to do so if you leave our employment. Don't be under any illusions about that whatsoever.

00:06:10 NL I understand Paddy that you have it in mind to resign at the Annual Group Conference (AGC) anyway and basically to do it with a big flourish from the stage. Let me make it clear to me, to you, you will not go on the stage at the AGC.
DP You can't stop him ...
NL (IS) As our employer, as our employee, right, if you have any issues to make known about leaving our employment if you wish to leave our employment, you will make them to us, but you will not make them from the stage at the AGC. Ok.
DP He's the Campaigns Manager though, he has to give a campaigns report at the AGC, it's in the agenda.
NL This meetings gone ...
PW (IS) If he wants to leave though he has to go through the procedure ...
DP (IS) Yeah but he can't not ...
PW ... he can't, what we're saying is, we've been told, as you've been told ...
NL (IP) Pete, this meeting with Paddy's over.
DP But we've been, he has to give a campaigns report ...
NL (IS) Paddy you can leave, thank you very much
PW Well we'll talk about that later, the meetings over Den.
DP Well I'm not part of the meeting, I'm just asking you ...
NL (IS) That's right, you're not part of the meeting.
DP ... cos I am the one, I have to be the one who calls him to the stage to do it.

00:07:23 PW Paddy's left the room would you like to turn the recorder off.