



USS PENSION **STRIKE**

**WE EARNED IT.
WE DESERVE IT.
WE DEMAND IT.**

WHY ARE WE STRIKING?

We are university staff and members of the University and College Union (UCU) and we are taking strike action over changes to our pension, the Universities Superannuation Scheme (USS). University employers are ignoring pension experts and want us to pay more based on a flawed way of assessing the scheme.

EMPLOYERS ARE IGNORING THE EXPERTS

In 2018, employers shelved their plans to radically redesign USS after UCU took strike action. Both sides agreed to take advice from the JEP – an independent panel of pension experts. At last, after a wasted year, the employers are now beginning to engage with the findings of the JEP's two reports but there is a long way to go if we are to achieve our aims of reforming the fund's valuation methodology and rolling back the unnecessary increases in the cost of your pension. The typical USS member will be around £240,000 worse off in retirement compared to 2011 thanks to the changes made to staff's benefits since then. UCU believes that staff have given enough and we want the employers to step up to the plate and agree a fair way of valuing the fund and to reduce members' costs.

STRIKING IS ALWAYS THE LAST RESORT

UCU members want to be at work, not on strike, but this dispute threatens the long term ability of universities to recruit and retain high quality staff. Students and staff alike will be short changed if the worst pensions in education continue to drive away staff who can gain financial security elsewhere. UCU members want our employers and university leaders to work with us, end the strikes, and avoid widespread disruption for students, staff, their families and the community.

THE DISPUTE CAN BE RESOLVED

The National Union of Students (NUS), MPs, and others are calling on the employers to stand with their staff and recognise the importance of pensions to UCU members. UCU members are determined to continue our action until a fair, long-term solution can be found.

PLEASE SUPPORT OUR STRIKE

We ask you to stand with us and defend higher education.

- Find out more about what's at stake by visiting www.ucu.org.uk/strikeforuss
- Visit the picket lines to express your support
- Tweet your support using the hashtag **#UCUstrike**
- Email the vice-chancellor to ask for fresh negotiations - you can do this online at www.ucu.org.uk/studentvoice by entering your institution name
- Support striking staff and donate to the UCU fighting fund at www.ucu.org.uk/fightingfund