

# A ROTTEN RETIREMENT?



**DIGNITY AT WORK**

**DIGNITY IN RETIREMENT**

**PLEASE SUPPORT THE STRIKES**

## Why are we striking?

We are university staff and members of the University and College Union (UCU) and we are taking strike action to protect our guaranteed pension.

We call on our employers to work with us to avoid future changes to benefits and increases in member contributions, and we call on the Universities Superannuation Scheme (USS) to issue a new evidence-based valuation of the scheme.

## Do you believe in life after work?

Since 2011, university staff's USS pension has effectively been cut by £240,000. Pensions are not a gift from our employers: university staff earned every penny. In the latest cycle of this damaging dispute, employers are proposing further cuts – amounting to 35% – to staff's guaranteed pension.

UCU put forward counter-proposals, but employers are refusing to engage. Combined with the fact that, since 2009, staff pay has been cut by nearly 20% in real terms, we are not only losing our dignity at work, but also our dignity in retirement.

## Striking is always the last resort

UCU members want to be at work, not on strike. 2020 and 2021 have been hard enough for students and staff. While UCU members have endured spiralling workloads, stagnating pay, and constant risk from Covid-19, employers have spent this time planning cuts to our pension that threaten the USS pension scheme's viability, with more and more staff likely to leave USS.

UCU members continue to ask our employers and university leaders to work with us, end the strikes, and avoid widespread disruption for students, staff, their families, and the wider community.

## The dispute can be resolved

It is not too late for the employers to drop their proposals and seek a resolution. For more information go to: <https://www.ucu.org.uk/hedisputes>

## Please support our industrial action

We ask you to stand with us and defend university staff's right to a secure retirement. You can:

- circulate our materials: <https://www.ucu.org.uk/hedisputes>
- visit the picket lines to express your support
- tweet your support using the hashtag: **#OneOfUsAllOfUs**
- email the university's vice-chancellor to ask for fresh negotiations
- sign the NUS petition: <https://email-nus.org.uk/p/5BGA-9DB/strike-letter>
- support striking staff and donate to the UCU fighting fund at: <https://www.ucu.org.uk/fightingfund>