

SUPPORT YOUR UNION VOTE YES TO ACTION!

- **Up to 40,000 jobs at risk**
- **USS and TPS pension schemes under attack**
- **A pay offer that is nothing but a real-terms pay cut**

HE members will get two ballot papers shortly. One relates to jobs and pay. The second relates to pensions. Staff working in the pre-92 sector will get a ballot on USS. Staff working in the post-92 sector will get a ballot on TPS.

Job security under attack

- The university sector is in the worst crisis for a generation. Thousands of jobs have already been lost and up to 40,000 more could be at risk as the government has pledged to cut 80% from the teaching budget.
- Yet for the second year running, the employers have refused to negotiate a nationally-agreed approach to improving job security and defending provision.
- They have also failed to address equality issues raised in our claim and offered nothing but a real-terms pay cut.

- Your employer's consistent refusal to engage with the unions is an open attack on our ability to conduct collective bargaining and defend our members.
- UCU has not been demanding the impossible. We have merely sought protections that already exist in other sectors such as ensuring early and improved consultation with UCU, a properly supported redeployment system and the right to access regional or national redeployment between institutions. All that is missing is the will on the part of the employers.
- This is an attack on the union. If your employer is allowed to succeed, members should be in no doubt that the attacks on jobs, terms and conditions and pay will be endless and remorseless.

Pensions under attack

- In addition, the employers are now openly attacking staff pension schemes.
- The university employers are pushing on with their proposals to downgrade the USS pension scheme in spite of their massive rejection by USS members in two online ballots and despite the fact that the scheme continues to grow and is in good health.

Together let's *fight* the cuts

VOTE YES TO ACTION!

- The employers have refused all calls to return to the table or to compensate members for the detriment that would follow from implementing the changes. We have tried everything to persuade the employers to rethink.
- Members of TPS now also face attacks on their pensions, with the government proposing a longer working life, linking pensions to the lower CPI rather than RPI and raising employee contributions by almost 50%. This would bring them up to 9.5-9.8%, which for a lecturer at the top of their scale would mean an extra £88 per month taken from their pay packet. The switch to CPI could cost a lecturer with a £10,000 pension £36,000 or more over the average 25-year retirement.
- As recently as 2007, the unions agreed reforms to make the pension scheme sustainable in the long-term. TPS is not in crisis and there is no need for further change.

Pay erosion

- Your employer is once again eroding the value of your pay. We have not sought 'more money', but rather consolidation and protection from further attacks on salaries for hard-pressed staff.
- The employers have responded with an offer of 0.4 % when RPI inflation is 4.8%.

Cuts damage education

- Everything that makes it possible to recruit and retain the best staff who deliver the highest quality teaching

and research is under threat from these cuts.

- Every cut damages and degrades the quality of education in the UK. The consequences of these attacks on job security and pay will be felt not just by every UCU member, but by every person who seeks to benefit from higher education in the UK.

We must ballot for action

- We are not being greedy. Our demands are modest. We want the employers to agree measures to improve job security at this time of crisis. We want an end to the attacks on our pensions and the erosion of our pay.
- For two years, we have tried to pursue this through negotiation without any success. The employers have chosen the path of confronting the unions, hoping that they can break us in the long term. That means we have to ballot you for action.
- Where we have fought in a united way for job security and to defend provision locally, we have shown we can make a real difference. We now need to raise this unity and determination to a national level to defend our members and our sector.
- All members are being balloted for action on the employers' refusal to engage with our claim.
- Some members are being balloted on the proposed changes to USS and others on the proposals to change the TPS pension scheme.

SUPPORT YOUR UNION. VOTE YES TO ACTION!