

A ROTTEN RETIREMENT?

ACTION FOR USS: DIGNITY AT WORK, DIGNITY IN RETIREMENT

- stop the cuts to USS and work with us to avoid future changes to benefits and increases in member contributions
- call on USS to issue a new evidence-based valuation of the scheme.

VOTE YES to support action short of a strike.

VOTE YES to support strike action.



ACTION FOR USS: DIGNITY AT WORK, DIGNITY IN RETIREMENT

The pandemic has changed how we live and work, but it's also shown how much universities rely on our dedication to students. Despite the sacrifices we have made throughout the Covid-19 crisis, we're once again facing severe cuts to our pensions.

While we were working, they were wrecking

While we 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 viability of USS, with more and more staff likely to leave the scheme.

Under UUK's proposals:

- employers pay 21.1% and members 9.6% (the same as currently) *
- accrual will be reduced from 1/75 to 1/85 *
- the salary threshold up to which defined benefits are accrued will be lowered to £40,000
- benefits will only be protected against inflation up to 2.5% (currently benefits receive full protection up to 5% and half protection against inflation between 5% and 15%)

- there will be no flexible option for members who wish to join and earn a guaranteed pension.

* there could be an additional 0.5% contribution to be split 21.4% (employer) and 9.8% (USS members) under the proposals, unless USS absorbs this.

Do you believe in life after work?

Pensions are not a gift from our employers: we've earned every penny of our pensions and we deserve dignity in retirement. We can't go on like this. We've tried to negotiate and to suggest solutions to end this damaging cycle of disputes, but once again we need to fight for a decent pension and dignity in retirement.

What price now for a shallow piece of dignity?

No education worker wants to strike or disrupt our students' education. The last year has been hard enough for students and staff, but there is still a chance for employers to avoid another damaging year of disruption. The best way to persuade employers to drop these proposals is to:

VOTE YES

to support action short of a strike.

VOTE YES

to support strike action.