



UCU

University and College Union



ENOUGH is ENOUGH

SUPPORT OUR STRIKE

WHY ARE WE STRIKING?

Our **pay** has been **cut by 25% since 2009**. Under pressure from our recent strike action, employers made an initial pay offer worth between 4 - 5% for the 2023-24 round. No improvement has been made on the 3% offer for 2022-23. These 'offers' represent a **massive real-terms pay cut relative to inflation and not a serious attempt to resolve the dispute**.

Our guaranteed USS **pension income has been cut by 35%** despite the scheme now being in surplus.

Overwork, insecurity, and poor pay are **impacting our work and students' learning**.

WHAT ARE OUR DEMANDS?

- 1.** a fair pay deal and action on equality pay gaps
- 2.** the elimination of casualisation
- 3.** action on workloads
- 4.** a restoration of USS pension benefits and a new valuation of the USS pension scheme.

CAN UNIVERSITIES AFFORD IT?

- Our employers ended 2020-21 with £2.4bn more cash in the bank than they started with.
- Instead of investing in staff, employers are spending billions on vanity projects.
- The people running our universities are paid upwards of £500,000 a year and claim thousands in expenses.
- It's time for universities to invest in their biggest asset - their staff!

WHAT ABOUT OUR STUDENTS AND THEIR EDUCATION?

- Striking is always a last resort; the last thing any of us want to do is harm students' education.
- Management has left us with no choice but to take action to defend our pay and conditions.
- Staff are not only striking for themselves but to defend the quality of education that students receive.
- Overworked, underpaid and insecure staff cannot be expected to deliver the best outcomes for students: our working conditions are students learning conditions.
- We are proud of the student support on our picket lines.

Sign up as a supporter at ucu.org.uk/supportthestrokes

Visit our picket lines and let us know you're with us

Donate to our fighting fund ucu.org.uk/fightingfund

Post support using **#ucuRISING** on social media

