

Join UCU

UCU
University and College Union



*The union that
saved your pension...*

University and College Union (UCU) is the trade union for post-16 education staff representing and protecting nearly 120,000 members at work.

There is strength in numbers and that's how UCU has been able to achieve our historic victory over the Universities Superannuation Scheme (USS) pension.

OUR PENSIONS VICTORY

In 2018 university employers proposed massive and unjustified cuts to USS pensions which would have meant the average member losing around £200,000 in retirement income.

Since 2018 we've stood together for an amazing 69 days of strike action to defend pensions.

Our stunning victory reversed the cuts forced through in April 2022 and from 2024 members will see a full restoration of USS pensions.

WHAT THIS MEANS FOR YOUR PENSION

1. Employee contributions fall to 6.1% from 9.8% (a monthly saving of £111 after tax for a member earning £45,000).
2. Reinstatement of the previous accrual rate of 1/75.
3. Restoration of the defined benefit threshold from £40K back to where it would have been: £70K.
4. Removal of the 2.5% a year cap on pension increases which will protect against inflation.

TOGETHER WE CAN WIN MORE

It was solidarity and strength in numbers that won back our pensions but imagine what we could achieve if even more university staff joined UCU.

Joining UCU today will help keep the pressure on employers who are making huge savings on their pension contribution rates. That money must be used to improve pay and conditions in higher education.

JOIN UCU

UCU members are supported and protected by trained local reps supported by expert full-time staff and specialist employment lawyers. Together we are fighting to:

- defend pay and pensions
- protect jobs
- fight for secure employment
- fight for equality

www.ucu.org.uk/join



 **RECLAIM
HIGHER
EDUCATION**