

UCU: fighting for security of employment – fighting for security in retirement

WHY CASUALISED STAFF SHOULD VOTE YES TO ACTION ON USS PENSIONS

UCU members who are members of the USS pension scheme are being balloted for industrial action in relation to proposals that would cut pension benefits in retirement.

Casualised staff, worried about where their next job is coming from or whether they will have enough hours from term to term, may not feel that the pension scheme is the most important issue for them.

But here's why it is vital that you vote YES to industrial action:

- The proposed changes to benefits fundamentally change the benefit structure, introducing an element of 'defined contribution' for earnings above £40,000.
- Defined contribution schemes depend on buying an individual annuity whose value depends on investment performance at the moment it is purchased and the evidence shows that they almost invariably result in inferior retirement benefits.
- It doesn't matter whether you've been a member for years, only recently joined or haven't yet done so - whatever stage of your career you are, whatever your employment status, the proposed changes mean you're facing a pension cut and would be better off working in an institution which was a member of the Teachers' Pension Scheme.
- The USS scheme has imposed detrimental change to our pensions once already, only three years ago. Now they are coming back for more and who is to say they will not come back again?

STAND TOGETHER FOR SECURITY

VOTE YES TO INDUSTRIAL ACTION

If casualised staff don't take action now, the danger is that their future retirements will be even more insecure than their current employment.

UCU wants greater security and continuity of employment for casualised staff and we want greater security for our members in retirement.

That's why we urge all members, whatever their employment status, to stand together and fight for greater security in work and greater security in retirement.

USS is not in danger. We believe that the way it is being valued is creating a misleading impression that there is a large deficit and we're challenging the USS board's valuation method.

But rather than join us in that challenge, our employers are trying to ensure that you are the ones to pay to close this 'deficit' by accepting a major cut to your pension.

That's why UCU members are being asked to take serious industrial action including a boycott of the setting and marking of assessment and exams.

Stand together in defence of your pension scheme

Stand together for security. Vote yes to industrial action