



WHY ARE WE WORKING TO CONTRACT?

UCU members have voted for a campaign of action to defend the value of your USS pension scheme against highly detrimental changes.

These include higher contributions, worse pensions for new staff, reduced protection against inflation and changes that would make it cheaper to sack you. We also believe these changes will create an unstable two tier scheme with a big incentive for the employers to come back for more changes to existing members' pensions.

Union negotiators worked tirelessly over the last year to find a resolution but the employers chose instead to intimidate our negotiators by threatening them with ruinous legal action.

Our aim is to move the employers to get them back into talks, offering a chance to settle the USS scheme on a fair and sustainable basis.

For more information, including details of action at St Andrews, see:

- www.st-andrews.ac.uk/~ucu/
- www.ucu.org.uk/defenduss