



University and College Union

St Andrews branch

9 March 2018

The Principal
Professor Sally Mapstone
College Gate

Dear Professor Mapstone,

re: USS

thank you for sharing your letter to Alastair Jarvis with all staff yesterday morning. UCU St Andrews branch committee welcomes your recognition, following the first nine days of industrial action, that USS members at St Andrews do not have faith that the current valuation of the fund is an adequate basis on which to propose detrimental changes to member benefits.

Whilst this recognition is welcome, the committee would like to ask you to make two further requests to Alastair Jarvis: firstly, that UUK accept the level of risk proposed by USS in September 2017, and which it seems was accepted by the majority of employers; secondly, that UUK engages in negotiation to preserve a meaningful defined-benefit pension in this and future valuation rounds. If UUK adopts these two positions a resolution to the current dispute should be possible.

We would also like to make two further requests in relation to the dispute: firstly, that strike deductions are not all made from the March salary payment, but are spread over six months, in order to prevent financial hardship amongst colleagues; secondly, that hourly-paid teaching staff do not have any pay deducted as a result of their participation in the action.

The branch looks forward to hearing from you on these points. We would be happy to meet with you to discuss the USS dispute or other matters.

Sincerely yours,

Tom Jones

A handwritten signature in black ink, appearing to read 'Tom Jones', is written over the printed name.

on behalf of UCU St Andrews

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