
THE UNIVERSITY WORKER

Rank and File Strike Bulletin

Vote “NO” to reject the UUK offer!

The UUK offer is going out to members in an online ballot. As we argued before, victory is in sight, but no deal yet. This means voting NO.

The offer has not been negotiated. We only have two options now: “YES” or “NO.” What do these mean in practice?

If we vote YES, we stop industrial action. The Joint Expert Panel starts re-evaluating USS. There are four possible outcomes from then: first, UUK’s original position at the start of the dispute (DC). Second, “Rule 76.4 cost sharing”, the same benefits but contributions up 11% (35% by us). Third, the ACAS deal from March 12th. Fourth, a revised version of the ACAS deal, which would still be a failure.

The first two outcomes are unlikely as neither side would agree, the third we already rejected, and the fourth could end up being pushed onto us due to regulatory timelines. So either we go back to industrial action or end up with a sell-out deal that we don’t get to vote on.



If we vote NO, we continue industrial action. This means negotiating from a position of strength until we win. It also means we can strike alongside the IWGB and UNISON. The prospect of shutting down our campuses could then become a reality.

We started this strike action to defeat the changes to pensions, not to bargain them away. Sally Hunt tells us in her email to members that voting yes is a victory. We disagree.

This would take our new-found collective power on the picket lines and place it in the hands of an “independent” Joint Expert Panel - half of which is made up from the employers side! We want to fight on our terms, not theirs.

Sally Hunt makes a number of points for why we should vote yes. She says that the “review and resubmit” option for “no detriment” has “a significant flaw as a strategy.” Her main problem is with the demand that employers would have to pay up to keep the pension the same.

Apparently, this is because “by its very nature the results of the independent joint expert panel are unknown.” So instead we’re being asked to gamble on the results. If the outcome is bad, we would have to pay more in. This is a pay cut.

Before taking any advice from Sally Hunt, remember her record at UCU:

1. She has overseen a cut in real-term pay of almost 20% in a decade
2. Over half of all teaching is now delivered on precarious contracts
3. Neither the REF, NSS, or TEF have been opposed
4. The final salary pension scheme was closed to new entrants, meaning she’s sold our pensions out before

So how can we trust Sally and the so-called experts to win on our behalf? We should have the power to negotiate our victory. That’s why we’re calling for a NO vote.

As anyone in the rank and file would know: it’s not “review and resubmit”, as Sally stated, but “revise and resubmit.” This deal should have been a “desk reject” and we need to build for the biggest NO vote possible. Then it’s time to send Sally’s failing record out to review by the rank and file too.

The online ballot closes at 2pm on Friday 13th of April - vote NO!

What is this?

The University Worker is a rank-and-file bulletin produced by academic workers. This strike is the biggest in the history of HE - we need to win.