



Alistair Jarvis
CEO, Universities UK
Woburn House
20 Tavistock Square
London WC1H 9HQ

Monday 18 October 2021

Dear Alistair,

Today ballots for industrial action are opening at 152 universities over cuts to USS pensions and over pay, job security, workload and equality.

Out of that 152, six institutions will be balloted on USS only, 78 will be balloted over pay and working conditions, and another 68 institutions in the UK will face two ballots over both USS and pay and working conditions.

I am confident that UCU members will give their union a mandate to call industrial action before the end of this term. When that happens, students will rightly blame university bosses, not staff, for allowing the disruption to take place.

Universities' income is higher than ever, but over the past decade employers have chosen to spend less of that money on staff. They can afford to reverse that trend.

As the person who represents employers in the USS dispute, you have more power than anyone else to make sure that employers meet UCU members' demands before any industrial action has to take place.

UCU is demanding:

- 1.** An agreement to revoke UUK's proposed cuts to the Defined Benefit pension that were approved by JNC resolution on the 31 August 2021, and not to replace them with any alternative set of changes to benefits and/or increases in member contributions, unless this replacement has the agreement of UCU.
- 2.** A public call on USS to issue an evidence-based, moderately prudent valuation of the financial health of the scheme as at 31 March 2021.

Our members are clear that they will not sit back and accept the massive cuts being imposed by employers, which will reduce the guaranteed part of members' retirement benefits by 35% going forward.

I am therefore giving you three weeks to do the right thing and meet these modest demands. If you do not, the inevitable disruption will be your responsibility.

Yours,

A handwritten signature in black ink that reads "Jo Grady". The signature is written in a cursive, slightly informal style.

Dr Jo Grady
General Secretary UCU