

In a cost of living crisis...

After more than a decade of pay cuts against inflation...

WE NEED A PAY RISE!

- Our pay has been cut by more than 25% since 2009. Everyone working at the Open University has lost an entire pay grade
- Inflation is hovering around 10% with energy bills, housing costs and taxes spiralling upward
- We know workload pressures have increased dramatically and job insecurity in the HE sector is rampant
- The latest offer still means we'd be working over a month free every year. Forever
- Nationally the gender pay gap is 16%; the pay gap between black and white staff is 17%; the pay gap between disabled and non-disabled staff is 9%



We need a pay rise that addresses inflation - plus national action on workload, equality and job insecurity.

PENSIONS ARE DEFERRED WAGES

Since employers pay contributions and so do you, pensions are part of your salary. If the April 2022 cuts are not reversed, you will have to work many more years to accumulate the same pot.

In addition, the changes bring more risk to your retirement because a lower proportion of your pension income will be guaranteed.

Even without the unnecessary cuts to USS, pensions have been hurt by the fact that our pay has not matched inflation. The scheme is in surplus: we want our deferred wages back.



HOW CAN I HELP?

- **Join UCU:** www.ucu.org.uk/join and join the strike: 9, 10 (weekend 11, 12), 14, 15, 16, 21, 22, 23, 27 and 28 Feb and 1, 2, 16, 17 (weekend 18, 19), 20, 21, 22 March 2023
- Come along to online rallies and events: <https://www.ucu.open.ac.uk/>
- Ask the Vice-Chancellor to reverse the USS cuts and support a pay rise that addresses equality, workload, job security and the cost of living crisis (vice-chancellor@open.ac.uk)
- Sign up as a supporter at <https://www.ucu.org.uk/supportthestrikes>
- Donate to the National Fighting fund <https://www.ucu.org.uk/fightingfund>
- Post support on social media using #ucuRISING.

