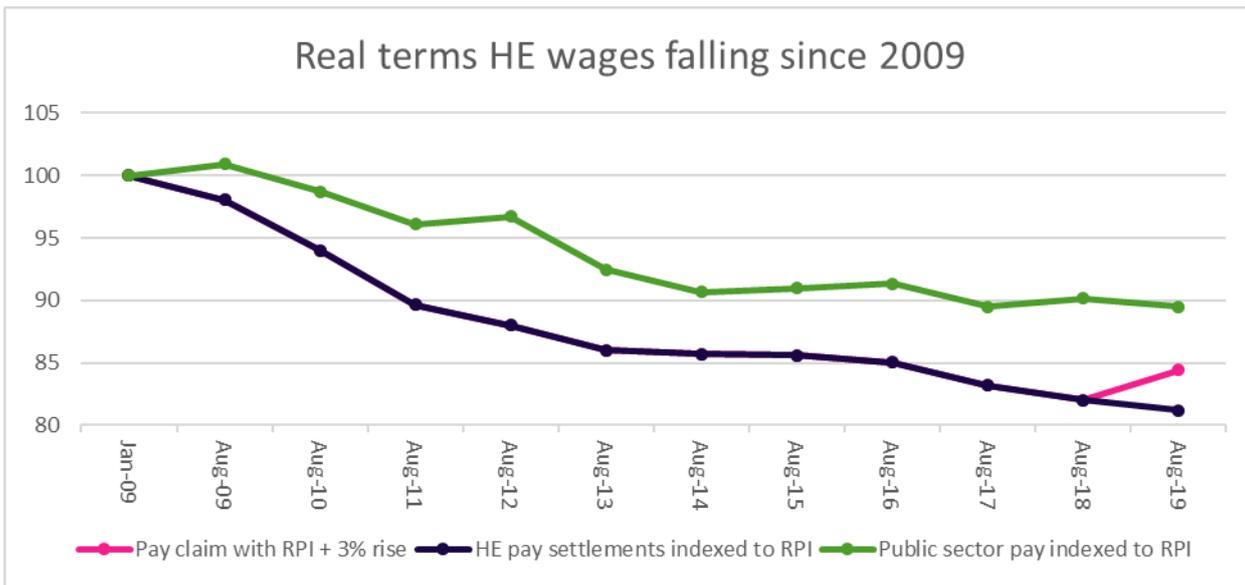


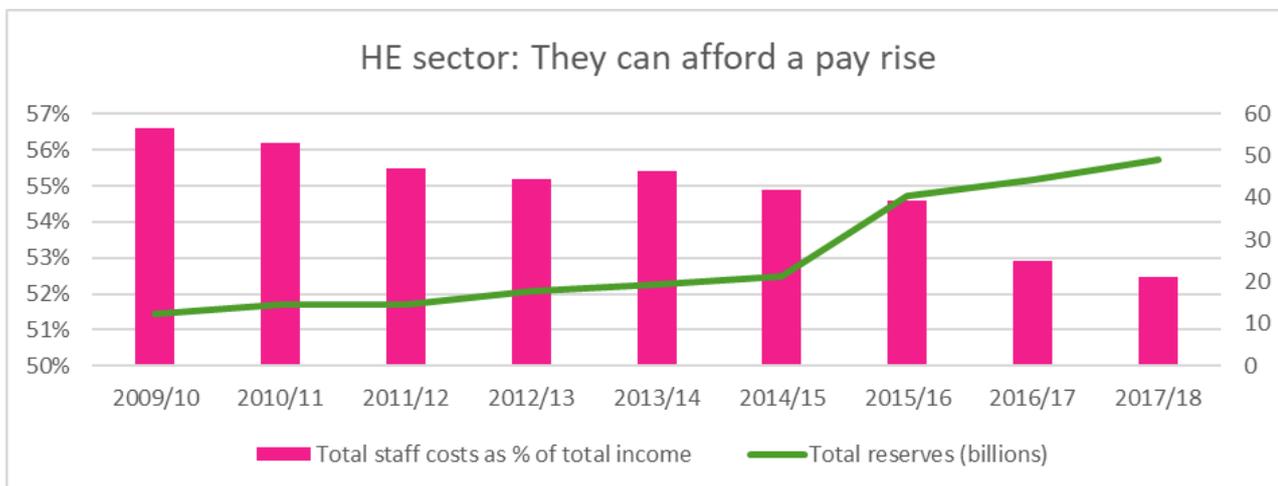
## Why pay? Why now?

Staff have suffered poor pay settlements that have failed to keep up with inflation since 2009. We would need a pay rise of 23% to catch up. The current pay offer from employers is 1.8% (RPI is currently 2.8%). This payrise will be almost wiped out by the unnecessary increases in USS contributions since April (1.6%). The unions' modest pay claim (RPI plus 3%) would only begin to address what we've lost!



## Can employers afford pay increases?

Employers can afford this. Over the last 10 years, reserves have ballooned but the percentage of income spent on wages has steadily declined. At the same time, the proportion of precarious workers has skyrocketed along with our workload: **this employment model is leaving staff stressed and broke**. Over 170,000 employees in HE are on fixed-term or casual contracts.



**Vote YES and YES to secure an overdue pay rise and empower our negotiators.**

# What can you do?



1. Make sure you contact details are correct.
2. You can't vote if you don't have your ballot paper!
3. **Vote YES to strike action and, for UCU members (who have a posted paper ballot), YES to action short of a strike. UCU and UNISON ballot papers/emails must be returned by 30 October.**
4. Watch this short video from UCU Pay Negotiator Robyn Orfitelli: <https://t.co/bznHiCtcs6>
5. Spread the word: put up posters, circulate leaflets, chat to your colleagues, talk about these ballots on social media.
6. Volunteer to help with getting out the vote: contact [ucu@open.ac.uk](mailto:ucu@open.ac.uk) or [unison@open.ac.uk](mailto:unison@open.ac.uk).

**UNISON MEMBERS: Vote alongside UCU in the consultative ballot on USS pensions. This is an electronic ballot, please vote before 30 October. Contact the UNISON office if you haven't received the email.**

**UCU MEMBERS: Vote YES to strike action and YES to action short of a strike on USS and Pay/Equality. Remember there are 2 ballot papers in the same envelope. Ballot papers must be returned by 30 October. If you have not received your ballot paper then request a replacement at this address by 23 October: <https://ucu.org.uk/ballotrequest>.**

## Have your say! It's not too late to join a union and vote

Join UCU at [www.ucu.org.uk/join](http://www.ucu.org.uk/join) or by phone 0333 207 0719



Follow us on Twitter: <https://twitter.com/oubucu>



Like our Facebook page: <https://www.facebook.com/openuniversityucu/>

At the Open University, UCU is for staff grade 7 and above: academic-related, academic, research (including Research Associates) and Associate Lecturer staff.

Contact the UCU branch: [ucu@open.ac.uk](mailto:ucu@open.ac.uk)

Join UNISON at <https://join.unison.org.uk> or by phone 08000 857857.

At the Open University, UNISON is for all staff up to grade 6: secretarial, clerical, administrative and technical staff.

Contact the UNISON branch: [unison@open.ac.uk](mailto:unison@open.ac.uk)

**For more information on USS see update: <http://ucu.open.ac.uk/news/uss-update-its-groundhog-day>**

**UCU and UNISON first USS newsletter, September 2019: <https://bit.ly/2k1rOTP>**