

**INDUSTRIAL ACTION**  
**~ AN EDZONE SUMMARY ~**

**SUSU.**  
Our Students'  
Union

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# CONTEXT

- The University of Southampton (along with other institutions) is part of the Universities Superannuation Scheme (USS) - a pensions scheme for academic teaching staff
- Universities UK (UUK) is seeking to change the USS scheme from being a “defined benefit” scheme to being a “defined contribution” scheme in order to tackle a £5 billion deficit in funds - [\*\*find out about the differences here \(Gov.uk\)\*\*](#)
- This will impact on the potential returns for retiring staff members on the USS pension scheme - [\*\*find out more on this here \(THE article\)\*\*](#)

# CONTEXT

- The University and Colleges Union (UCU) have balloted members across the country, with overwhelming support for industrial action - [\*more details on the specifics can be found here \(UCU website\)\*](#)
- UUK has also released some information regarding the proposed changes - [\*more detail on that can be found here \(UUK website\)\*](#)
- UCU has announced 14 days worth of strike action (with the specific dates available at their website above) as well as working to contract from 22/02/18 onwards

# WHAT CAN WE DO?

- **3 OPTIONS USED IN PREVIOUS ACTION(S)**

- 1) **SUPPORT** the action in full
- 2) **OPPOSE** the action in full
- 3) **SUPPORT** academic staff in standing up for their pensions, but **COMMIT** to mitigating the impact of industrial action on students

# WHAT CAN WE DO?

- **IF WE ARE QUORATE (>12 voting members)**
  - We can vote on the aforementioned options, which will then become the Union's official position
- **IF WE ARE NOT QUORATE (<12 voting members)**
  - A “round robin” vote will be completed over email, using the aforementioned options
  - This will then become the Union's official position

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