

**SUMMARY OF NATIONAL ACTIVISTS' MEETING**  
**Hosted by SOAS UCU and Goldsmiths UCU**  
**SOAS, Wednesday 4 April, 1-3pm**

**WHY WE SHOULD VOTE NO**

- Internal union democracy: the rush to ballot is fundamentally undemocratic. At the HEC meeting, only about a quarter of representatives wanted to go to ballot.
- Voting No means No Not Yet. We need greater assurances before ceasing industrial action that has been incredibly strong, and has seen unprecedented support by students and other workers in the university.
- We need to seize back the middle ground. Hunt's narrative that accompanies the ballot erases the fact that a majority of members took a 'revise and resubmit' position. She has framed the dispute as *either* 'Vote Yes' or Vote No for No Detriment. This is a red herring. There are many shades of No.
- The Proposal is vague and provides no guarantees of retention of DB, comparability with existing pensions, no mechanism for assuring us that the valuation method will change, and lacks a timetable with meaningful deadlines to prevent stalling by UUK.
- VCs and UUK are worried about the future ungovernability of the university. If we withdraw our labour, much of which is unpaid, the university cannot survive.
- The pensions dispute is emblematic of the logic of marketisation and privatisation, and the UUK proposal must be rejected as part of our struggles against it.
- Unison members are about to be balloted over whether they will also take strike action. The momentum is building, and we should not give up the fight for guaranteed pension benefits that will make the horizon of retirement liveable.

**NEXT STEPS**

- Encourage branches to have emergency meetings. Publicise widely all motions passed to Vote No; send them to individual HEC members, UCU national exec, activists lists, social media; make them more visible.
- Organise General Assemblies at your university, involving staff, students and administrative and cleaning staff to discuss local conditions and how to reach out to wider layers of people who are minded to accept the offer.
- Pass a motion calling for a Special Sector HEC Conference at the UCU Congress (30 May to 1 June in Manchester) to address clearly identified issues relating to the pensions dispute. We need 20 branches to pass such a motion.
- Formulate clear positions on how the pensions dispute and its relation to privatisation of higher education is directly connected to issues of access to higher education, employment and retirement conditions particularly for BME women and working-class students and staff.
- Build solidarity with campaigns at Coventry University, Open University, Liverpool University and elsewhere to stop staff redundancies and further marketisation.
- Campaign to protect staff and students on Tier 2 and Tier 4 visas, who took part in the strikes and now face potential problems with immigration or university authorities.