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**Vote now to save your pension**  
  
The ballot to save the University Superannuation Scheme (USS) is now open and if you work in a university covered by USS you should [receive your ballot paper](https://list.mercury.ucu.org.uk/t/35942/151504/5098/1/?c73c8e04=Y2FtcGFpZ251cGRhdGU%3d&60bc612e=X2FsbC1tZW1iZXJz&560a3889=VGhlIEZyaWRheSBlbWFpbDogMDEgRGVjZW1iZXIgMjAxNw%3d%3d&x=e569877d) in the post over the next few days. Please vote by completing the form and returning in the envelope provided.  
  
It today's Times Higher [Sally Hunt offers three ways to fix the worst offer from an employer in 20 years](https://list.mercury.ucu.org.uk/t/35942/151504/5099/2/).  
  
[Analysis by independent experts First Actuarial](https://list.mercury.ucu.org.uk/t/35942/151504/5100/3/?c73c8e04=Y2FtcGFpZ251cGRhdGU%3d&60bc612e=X2FsbC1tZW1iZXJz&560a3889=VGhlIEZyaWRheSBlbWFpbDogMDEgRGVjZW1iZXIgMjAxNw%3d%3d&x=51edb624) show staff stand to lose as much as £200,000 of their retirement income under the latest hardline proposals for USS. The employers have yet to provide details of their own modelling which leaves us to believe that UUK’s proposal to end guaranteed pension payments has been made without any consideration of the impact on staff.  
  
Join the fightback – vote now to save your pension and [share this short video on Facebook to encourage others to do the same](https://list.mercury.ucu.org.uk/t/35942/151504/5102/4/).  
  
**Further education: better pay, better jobs**  
  
Talented and hard-working further education staff are transforming lives every day but year after year our members see their pay cut. UCU is calling for better pay and better jobs in FE and you can [support the campaign by circulating our video and downloading posters here](https://list.mercury.ucu.org.uk/t/35942/151504/4017/5/?c73c8e04=Y2FtcGFpZ251cGRhdGU%3d&60bc612e=X2FsbC1tZW1iZXJz&560a3889=VGhlIEZyaWRheSBlbWFpbDogMDEgRGVjZW1iZXIgMjAxNw%3d%3d&x=6e290f7b).  
  
FE members in Wales are invited to take part in a consultative ballot on pay and workload and you should look out for an email containing a link to vote from 4 December. [Read more in our Wales FE newsletter here.](https://list.mercury.ucu.org.uk/t/35942/151504/5101/6/?c73c8e04=Y2FtcGFpZ251cGRhdGU%3d&60bc612e=X2FsbC1tZW1iZXJz&560a3889=VGhlIEZyaWRheSBlbWFpbDogMDEgRGVjZW1iZXIgMjAxNw%3d%3d&x=eed35d1c)   
  
[Click here for the full update including](https://list.mercury.ucu.org.uk/t/35942/151504/5103/7/?c73c8e04=Y2FtcGFpZ251cGRhdGU%3d&60bc612e=X2FsbC1tZW1iZXJz&560a3889=VGhlIEZyaWRheSBlbWFpbDogMDEgRGVjZW1iZXIgMjAxNw%3d%3d&x=7d47e0a4)  
1. In the news  
2. University of Brighton UCU strike to defend jobs  
3. Birmingham City University protest, Wednesday 6 December  
4. Concordat for researchers  
5. Care4Calais – can you provide a refugee with a coat this winter?  
  
Best wishes  
  
Justine Stephens  
UCU head of campaigns