

# MYTHBUSTERS!

## DURHAM UCU

### “INDUSTRIAL ACTION JUST DOESN'T WORK!”

It **absolutely** does, both historically (strikes are how the labour movement won paid holiday time, for instance), and in HE in recent years. If you're in USS, you still have a defined benefits pension because of the successful action taken 2018-2024 to protect those benefits — that's thousands of pounds more for your retirement than you otherwise would have had!

Here at Durham specifically, through industrial action we've won:

- 2020: better job security, pay, & contracts for casualised staff.
- 2022: £1000 for all staff (full-time); top-of-grade pay progression; more secure fixed term contracts.
- 2023: career development fellowships; higher payments towards visa/immigration costs; higher academic starting salaries; Living Wage accreditation.

This year, other branches have defeated cuts by industrial action (e.g. Newcastle, Dundee, Cardiff). Our management, fully aware of the effect of industrial action, begged us to avoid significant action. Our strike days and preparation for stronger action moved them significantly away from compulsory redundancies.