

Motion to Elect UA Trustees from the World Service Conference Floor and Seek Mediation with the Current GSB.

Motion Passed at the World Service Conference 2021, with 96% vote in favor.

This Motion authorizes the election of UA Trustees from the floor of the World Service Conference (WSC) 2021 Convocation and mediation with the General Service Board (GSB) toward UA functionality, unity and restoration of the Upside-Triangle Model of Service, and provides notice of reorganization of the UA GSB if mediation does not occur, or if the GSB does not participate in good-faith in mediation, as follows:

1. Six "Class A" Trustees and two to four "Class B" Trustees will be elected at the WSC 2021 if there are sufficient qualified candidates. A Special WSC Convocation meeting may be held in 2022, if necessary, to elect additional Trustees. "Class A" Trustees are recovering underearners and "Class B" Trustees are people who are committed to supporting the primary purpose of Underearners Anonymous, and who are not recovering underearners.
2. Upon the close of the WSC 2021, the GSR Committee, on behalf of the WSC and the other WSC-Approved Committees, will email the GSB Trustees an invitation to mediate that includes this motion in accordance with Tradition One: "Our common welfare should come first; personal recovery depends upon UA unity." The mediation will be a Zoom Conference.
3. The UA General Service Board (GSB) will have until 6:00 pm Eastern Time on December 5, 2021 to agree in writing by email to the GSR Committee's email address: gsrcommittee4ua@gmail.com that they have agreed to attend mediation with the Trustees elected at the WSC 2021, and two representatives from each of the four WSC-Approved Committees. The GSRs and UA Intergroup representatives will receive copies of this communication via email. The mediator will be mutually-agreed to by the GSB, the new Trustees and the representatives from the WSC-Approved Committees. Unless the mediation is done on a without-fee basis, the cost of the mediation will be split between the GSB and the WSC-Approved Committees in order to ensure the impartiality of the mediator. If the GSB is unwilling to pay for mediation, the GSRs will reach out to their Groups for additional funds for a mediator.
4. If the GSB does not agree to mediation, then steps to reorganize the Board will commence as per the UA WSC Charter.

Per the UA Conference Charter passed at the WSC 2021, "It will be further understood, regardless of any prerogative that the General Service Board may claim, that as a matter of tradition a two-thirds (2/3) vote of all Conference members present may bring about a reorganization of the General Service Board, its committees and/or its staff

members of the General Service Office, if or when such reorganization is deemed necessary by the World Service Conference.

Under such proceeding, the Conference may recommend resignations, may nominate new Trustees, and may make all necessary arrangements, regardless of the prerogative of the General Service Board.”¹

5. If the GSB does agree to mediation, the mediation will take place within 60 days from the close of the WSC 2021 Convocation, with all parties participating in good faith.
6. If the GSB fails to attend the mediation in good faith, Board reorganization will commence.
7. Reorganization is **necessary** if the attempt to mediate fails because of the serious unresolved issues of the GSB’s management in UA, which are impacting members globally and are hindering the ability of the fellowship to recover from underearning and to carry out our fellowship’s primary purpose in Tradition 5: “to carry the message to the underearner who still suffers.”

Attached is a partial statement of these unresolved serious issues. (See Attachment A).

8. The goals of mediation will be to:
 - (a) Restore communication between the GSB and the GSR Committee, WSC Planning Committee, World Service Conference-Approved Literature Committee and the World Service Conference-Approved Phone and Tech Committee.
 - (b) Enable all service bodies to fulfill their intended purposes, and no service body will impede another service body.
 - (c) Restore stability, continuity and functionality to the UA Website, managed by the World Service Conference-Approved Phone and Tech Committee in collaboration with the GSB.
 - (d) Obtain the GSB’s agreement to:
 - Acknowledge and respect all branches of the Service Structure of the fellowship as defined by previous World Service Conferences, the Traditions and Concepts. (As articulated in the AA 12 & 12, and AA Big Book, which are UA Conference-Approved literature).
 - Respect and abide by all decisions made by previous World Service Conferences.

¹ The AA and DA Service Manuals have similar provisions regarding Board Reorganization.

- Respect and acknowledge the work of those who attended the WSC 2021, respecting the service structure and the upside-down triangle model of service, where the UA Groups are at the top of the triangle, and the Board is at the base.
- Abide by the motions and Conference Charter passed at the WSC 2021, as well as respect the Trustee election results from the WSC 2021.
- Acknowledge that unratified Board Trustees who were not elected by the WSC Convocation 2021 will attend a Special WSC Convocation for the purpose of Board-elected Trustee ratification, and respect the decisions of that Special Convocation.
- Post the WSC 2021 Approved Minutes on the UA Website within 30 days after approval of the Minutes.

Attachment A
**Partial List of Unresolved Issues between the GSB
And the World Service Conference and the WSC-Approved Committees**

1. The GSB has exceeded the authority given to it by the UA Traditions, the GSB Bylaws, and the Voting and Procedural Guidelines for the Convocation Sessions of the WSC (passed at the WSC 2018 and amended at the WSC 2020) for most of 2021. The GSB has operated with major disregard of the UA Bylaws, as well as Traditions One, Two and Nine.² The GSB Trustees are legally required by the UA Bylaws to follow the UA Traditions.
 - The GSB has made four serious efforts to cancel the World Service Conference (WSC) 2021. The WSC is the space where the group conscience of the fellowship can be heard on important fellowship-wide issues guided by Tradition Two. The GSB letters that were sent out regarding the World Service Conference to the GSO Google Group and posted on the UA Website stifled the freedom of speech and association of members that is inherently part of Tradition Two and is depicted on our UA Logo.
 - The current Board is not conducting its voting on motions in its public meetings (unlike prior UA General Service Boards). The Board is operating in secret and had no public meeting until 9 months after the last World Service Conference. Since the minutes of the GSB's private meetings are not public, UA GSRs and other UA members have no ability to ascertain whether there was actually a quorum or whether the motions were passed with substantial unanimity, as required by the UA Bylaws. UA members are finding that they are getting apprised of the GSB's decisions months later or perhaps not at all - there is no way to tell.
 - The GSR Committee was established as a World Service Conference-Approved Committee in 2018, and the GSB tried to delegitimize it and declared it as an outside enterprise. The GSB does not have the authority to remove approved status from a WSC-Approved Committee. The only body that can remove approval of a WSC-Approved Committee is the World Service Conference.

² Tradition One: "Our common welfare should come first; personal recovery depends upon UA unity."

Tradition Two: "For our group purpose there is but one ultimate authority — a loving God as is expressed in our group conscience. Our leaders are but trusted servants, they do not govern."

Tradition Nine: "UA, as such, ought never be organized, but we may create service boards or committees directly responsible to those they serve."

2. The GSB has violated GSB Bylaws by taking action without a legal quorum in that it decided with only two Trustees, as follows:
 - The GSB changed the allocations for the WSC Fund and the WSC Scholarship Fund beginning in January 2021, so that they no longer are in accordance with the guidelines set forth by the WSC 2014, which designated 30% of gross donations for the WSC Fund, and 10% of the gross donations to the WSC Scholarship fund and the remainder to the UA GSB Inc. operating fund. The WSC Fund and the WSC Scholarship funds are now only receiving percentages of the net income. The net income has dwindled due to the high cost of the UA Website.
 - The GSB transferred **\$2,383.38** out of the WSC Fund into the GSB Savings Fund in February 2021. This transfer was published in the GSB's February 2021 Finance Report.
3. The GSB violated the GSB Bylaws by conducting business for most of 2021 with only two Trustees ratified by the World Service Conference. The UA GSB Bylaws require four ratified Trustees in order to conduct business and make decisions.
4. The GSB Treasurer has mismanaged monies from the WSC Fund and WSC Scholarship Fund, by removing funds from these accounts and putting them into the GSB Savings Account.
 - The current Treasurer withdrew **\$4,280.28** in WSC Scholarship Funds that was listed in year-end 2019 on the previous Treasurer's reports, and did not carry this amount over to the WSC Fund/WSC Scholarship Fund Treasury account in 2021.
 - As was mentioned above, the current GSB Treasurer and Chair transferred **\$2,383.38** out of the WSC Fund into the GSB Savings Account in February 2021.
5. The GSB has built and maintained an inordinately expensive Website, which lacks sufficient functionality in that updates take an unreasonable amount of time and are often incorrect. The website charges from October 2018 through August 2021 were **\$18,030.57**, with the costs incurred continuing to mount since then.
6. The GSB denied support to the Fellowship in its untimely manner of updating and inaccurate listing of information on meetings and long delays in registering Groups, sometimes taking many months.
7. The GSB has engaged in hostile, intimidating, governing, dictating and punitive behavior, which is contrary to Traditions One, Two, Seven and Nine.

- The GSB, without notice and any transition period, removed the GSB Literature Committee Acting Chair in September 2021, without any due process, impeding the process of work being done.
- Without notice, the GSB locked the GSB Literature Committee Chair and the committee members out of their Google drive in September 2021.
- In a letter published on the UA Website Home Page, the GSB called the “WSC Planning Committee” an outside enterprise and, therefore, was not authorized to plan a World Service Conference or use the UA name, even though the committee has been working hard in service to UA since 2017, and was recognized and valued by the prior UA Boards. The GSB locked the Committee out of its Google Drive in October 2021.
- In a letter published to the GSB’s Google Group as well as read at a public meeting, the GSB called the “GSR Committee” an outside enterprise, even though it was established by the WSC 2018 as an approved committee, standing in UA’s Service Structure as “interdependent with and autonomous from” the Board. The reason the GSB decided to exclude the GSRC from UA is that the GSRC had decided to take on the task of supervising the planning of the World Service Conference, and was using one of its committee bank accounts to collect registration fees and donations.
- The GSB stated that both the WSC Planning Committee and the GSR Committee have no right to have their own treasuries and bank accounts, which is not in alignment with Tradition Seven ³ and with the policy of past UA General Service Boards.
- The GSB Phone and Tech Committee (PTC) was dissolved by the GSB due to the Committee attending the World Service Conference, which was not aligned with the GSB’s advice given to its committees. The language of the letter dissolving the PTC was explicitly punitive, which is in direct conflict with Tradition 2 and Tradition 9.

³ Tradition Seven: “Every UA group ought to be fully self-supporting, declining outside contributions.”