

# United Zo Organization -USA

## Bylaws and Constitutions



## ARTICLE I

### 1: NAME

- 1.1 USA aom Zo suan ta te kipawlna min ding in United Zo Organization (USA) ki ci ding hi.
- 1.2 U.Z.O-USA. Inc kipawlna pen March 19, 2005 kum in Fort Wayne, IN ah na kiphut hi.
- 1.3 Thu bulphu Laisiengtho ding in Lapite 33:12 MINAM HAMPHA ki kipsah hi.
- 1.4 UZO-USA mintawh kibawl khawmpi ciang a lasah kidemna min pen Voice Of UZO-USA The kici ding hi.

## ARTICLE II

### 2: AIMS AND PURPOSES

- 2.1 United Zo Organization thu bulphu, thu guihlun piten na a sep thei na ding leh lam apial lo na dingin, tam UZO-USA thu meituh(by-law) pi ding teng mitsuan, meituh ding in a ki-at ahi hi.
- 2.2 United Zo Organization pen USA gam sunga om Zo tate nopna leh dana a kihuaizawh nading, Zo Lai, Zo Ham, Zo ngaina leh Zo Minam(Identity) kep cing zawh na ding a U.Z.O-USA. Inc kiphut ahi hi.

## ARTICLE III

### 3: MEMBERSHIP QUALIFICATION

- 3.1 U.Z.O-USA. Inc pawl mi hi thei na ding in, Minam pen ham tawh kikhen sat hi lo aa, sisan leh beh leh phung tawh kikhensat ahih na dung zui-in, mikhat popo in kei pen Zo ka hi hi a ci leh U.Z.O-USA. Inc kipawlna-ah member lut thei ding hi.
- 3.2 USA gam aa ateng suak ding Zo tu Zo ta zosieh member in kisang ding hi.
- 3.3 I Zo Mi khat USA gam sungah pilna sin(sang ka) ding a angpei te U.Z.O-USA. Inc kipawl na-ah lut thei ding hi.
- 3.4 USA anghaw(visit) te U.Z.O-USA. Inc kipawlna ah lut theilo ding hi.
- 3.5 I Zo Mi khat in USA gam sung ah Ha-6 (guh) tung sia omding teUZO-USA kipawl na ah lut thei dinghi.

**3.6** Pawl mi sua thei na dingin mimal khat ciengin USD10(Sawm khat) tawh pawl mi ki lut thei ding hi. Pawlmi sungpan nasep nei leh neih sih leh inn kuan(family) khat ciengin kumsum USD50.00 leh leh tang gawl(single) khat ciengin USD30.00(Sawm thum) hi ding hi.

**3.7** U.Z.O-USA. Inc kipawlna sungah active member leh inactive member nam ni-in om a,

**3.7(a)** Active member a kici tepen UZO USA a lutzaw a kipan kum sum leh genvai sum kidon sim aa, a khie den tepen U.Z.O-USA. Inc active member in ki ciemte hi.

**3.7 (b)** Inactive member a kici tepen kum sum khie in sigalna a kim a khielo (sigalna a dang teng khie napi-in a ki dong nukhia pen a khie lo) te leh si kivui zawh deadline ni(60) kal zo in sigalna sum a khielo te member maimai-inactive member in ki ciemte hi.

**3.8** Khuatual (Local) UZO kipawlna lut lo in, U.Z.O-USA. Inc ah member lut thei lo ding hi.

**3.9** U.Z.O-USA. Inc member lut-tha(member ahi ngai nai lo)khat in, ama member lut masanga sum kidong te khie kul-lo ding hi.

**3.10** Pawl lutna leh kumsum tawh kisai, a ki don hun a khie loh a, sikuan man kuan (or) accident tua zaw, zato lupzaw aa sievuan ten a dat maw hun cieng a kipawlna ang bel sawm te ki ngah nawn loh ding hi. A hi zongin cidam kel kol aa a hang hang tawh ang lut thei pah lo khat in tu aa pat in hing lut ta vang cia ang khensat nini-in, pawl lut thei ding aa, a kisam sumte zong khie pai kul ding hi.

**3.11** U.Z.O-USA. Inc member a lutsa te USA gamsung State or khua tuamtuam a lal cieng un, a tun-tun na ah U.Z.O-USA. Inc member lut-tha kul nawnlo ding aa, member transfer bawl in a tun-tun na khuatual pan in U.Z.O-USA. Inc member ma in kisang sua ding hi. Tua member lutsa khatpen a tun-tun na USA gamsung State or khuatual UZO kipawlna in U.Z.O-USA. Inc member a hi-na pan in, a zie tuam-tuam sui in daltan thei lo ding hi.

**3.12** Innkuan sung khat a bel, mi bel pa/nu in member lutna USD 10 khie tei tei kul ding aa, abel ta nau te (or) sang gam te in U.Z.O-USA. Inc sum ki dong zosia akhie siang leh a bel mipa/nu in full benefit ngah ding hi.

3.12 (a) Innkuan sung khat a bel ci cieng in Nu leh Pa, unau sang gam lai guizom te, sung nuleh sung pa te beh ci na ahi a, inn khat sung(same address) a om ton te beh in bel thei ding hi.

3.12 (b) Nu leh Pa, unau sang gam lai guizom te, sung nu leh sung pa ahi hang inn khat sung(same address) a aom ton sih leh bel theilo ding hi.

3.12 (c) Inn khat sung(same address) ah aom hang in kinai na aom sih leh innkuan te beltheilo ding a, atuam in U.Z.O-USA. Inc lutna sum te khie ding hi.

3.13 U.Z.O-USA. Inc kum sim na pen May to April (tu kum May hla pan mai kum April hla)ahi hi.

3.14 Member a lutsa khat in kum sum pen, kum sim January 1 pan May 31 ni 11:59 pm kikaal sung in khie ding hi. Tam mi hunsung a khie lote pen kum sum khielo in ki ciente ding hi.

3.15 Member a lutsa khat in U.Z.O-USA. Inc lut hun January to May hla sung a ang lut sih a,member ang lut nop kia leh mitha mabang in new member fee leh kumsum tawh mai kum January hla cieng in member in ang lut thei pan ding hi.

3.16 Pawl sung pansa,a pusuohsa mi khat pen,pawl lut man \$10.00(Sawm khat)leh a piahsa asum te pen ki piakia nawnlo ding hi. Member anglut nuam kia leh U.Z.O-USA. Inc member lut hun (January - May) hla cieng in mitha ma bang in new member fee leh kumsum tawh anglut kia kul ding hi.

## ARTICLE IV

### 4: MEMBERS BENEFITS

4.1 Pawl mi kicien (Active member) khatin sina ang tuo leh full benefit \$15,000.00 (Tulsawm leh tul nga) tawh si kigal ding hi.

4.2 Kipawlna sung aa member khat ang si ciengin sigal na dingin member zosia inn kuan(Family) te \$20.00(Sawm ni), tang gawl(Single) te \$10.00(Sawm khat) ki dong pai ding aa, misi ki vui zaw ni (60) a cin ni deadline kihi sah ding hi.

4.3 Mi khat sigalna deadline ni (60) hun sung in member dang khat in sina ang tua kha leh sigalna deadline pen ni (30) ki belap kia ding a, sigalna deadline pen ni (90) hi ding hi.

4.4 UZO-USA. Inc active member khat a zie tuamtuam tawh U.S gampua lam khuazin a om lai tah, lamet lo pi-in a khualzin-na mun ah sina angtua leh, active member a hina dungzui-in \$15,000.00 (Tulsawm leh tul nga) tawh si kigal ding hi.

4.5 Kum sum khie hun January 1 pan May 31 11:59pm kikaal hunsung ah member khat in sina angtua kha leh kumlui kum khatsung a sum khie nate ki enphakia ding a, kum lui kum khat sung sigalna leh kum sum a kimtah a, a khiet na po leh a si nu/pa pen UZO-USA. Incactive member in ki sang ding a, genvai hamphatna avehpi (full benefits) in nga ding hi.

4.6 Kum sum khie napi sigalna aki zawn a sigalna mi-2 a khielo te leh sigalna deadline ni(60) kal aki zawn a mi-2 a khia lote dana(sina) ang tua leh U.Z.O-USA. Inc kipawl na pan in \$1,000.00 (tul khat)leh Pakual khat tawh si kigal ding hi.

4.7 (a) Nausen Suak cil khat acidam (ahingsa)asuah khat a suozaw a deihlo na tawh ang si kha a Uliim (migol) kivui dan a picing Service tawh kivui ding khat ahileh UZO-USA Full Benefit \$15,000.00(Tulsawm leh tul nga) tawh kigal ding hi..

4.7 (b) Nausen suah pan khatin, deih lo na tawh si-na ang tou a, Hospital (zato)te ee vui ding leh Uliim(migol) kivui bang a Service picing tawh misi kivui lokhat ahi leh \$5,000.00(Tul nga) tawh kigal ding aa, sigalna Inn bul khat cieng in \$10.00(Sawm khat) leh Single khat cieng in \$5.00(Pe nga) ta sum ki dong ding hi

4.7 (c) Nupi gai khat upmaw lo leh hamsiet natawh nau sia te leh asi sa suak te UZO-USA,Inc kipawl napan bangma benefit nga lo ding hi.

4.8 (a) I Zo mi khat in USA gam sung angtung zawh Ni (90) masang a si-na ang tou leh UZO-USA kipawl napan in \$500 (za nga) tawh kisiet ve ding a, I Zo mikhat USA gam ang tungzaw Ni(90) kal a ang si khat UZO-USA member lutlo khat ahi leh UZO-USA kipawl na member lut nuom lo in kiciam te ding a UZO-USA in sum tawh sirt ve na kipia poding hi.

4.9 Ge'n thei loin, pawl mi sung ah, tha khat thu in phual khat ah sina man na khat sang aa, tam zawh sih leh man ang op leh, U.Z.O-USA. Inc in makai lam pui pi te khensatna bangin mi mal gal na ki dongin, U.Z.O-USA. Inc ii nei sah lam sah, a tawp dongin gawm in tua mi si teng kihawm piak ding hi.

4.10 Kawlgam mi sung Chin misung leh kipawl na tuamtuam te ah mi minthang, mi thupi deu, misi ang op ciangin, board of director te leh EC teng Zoom meeting tou in,

gaallawm, gaallawm lou kikhen sat ding aa, ahun leh adan tawh kituah in kisem ding hi.

4.11 UZO active member khat in, USA gam sung ah leitung lam Bachelor of Arts (BA) degree panin a tungsieh degree ang ngah leh U.Z.O-USA. Inc in pahtawi na sum \$100.00 (Zakhat) leh UZO certificate pieh na neih ding hi.

## ARTICLE V

### 5: BOARD OF DIRECTORS TE MAWPUA LEH SEP DING(AUTHORITY AND DUTIES OF DIRECTORS)

5.1 UZO board of directors pen, atawm penpen mihing (9) hi ding hi, a kikop tuah hi ngai lo ding hi. Board of directors mitha kiteel ciangin, board member teng, current UZO EC teng leh CEC teng in member teel ding vuh hi.

5.2 Board of director term omlo ding hi, BOD langpan sa ama ee Personal tawh buai na damlo na leh vai tuom tuom tawh tawp khawl ding ang nget leh UZO-USA pen Official Ricognition lai kipia ding hi.

5.3 UZO Board te in, kum khat in online Zoom atawm pen (2) vei meeting nei ding aa, meeting bawl na atawp sum teng pen, U.Z.O-USA. Inc kipawl na in, pia ding hi.

5.4 Board of directors tepen, Zotu leh Zota te a it, akhual mi hi ding aa, active board member hi ding hi. Kum (2) sung board meeting leh UZO khawmpi apei ngai lou board member te pen, board member pan in automatically in a khawl in kituat ding aa, tuanu tuapataang dingin board member tha kiteel thaa ding hi.

5.5 UZO president, E.C te sung pan in, U.Z.O-USA. Inc by-law tawh kituah a nah sem lou, delegate meeting khensatna zui lou, kipawl na langpang gensiah, U.Z.O-USA. Inc kipawl na sum zangh khial, zangh dap, U.Z.O-USA. Inc zungpi vai hawm na ngial in alang pang mite pen Board of directors ten, a thu piang dan kan cian in, thukin meeting neih ding aa, a kilawm bang in, action la ding hi. A kikap leh agam tatna tawh kituah in, makai na pan in zong khawl sah thei ding vua, aki taang sam bang bangin, by-election zong bawl thei ding hi.

5.6 Board of directors ten UZO general election, by election mawh puah na nei ding aa, khua sung ki lem louna te leh, khua Hausa te leh mipi te kikal ah buaina aom ciangin, Board of Director teng E.C tetawh kithuah in, lemtuah na vai puah zong nei ding vuh hi.

**5.7** Board of Directors tepen U.Z.O-USA. Inc bylaws zui-in thunei na (authority) zang thei beh ding a, bylaws phalna omlo pi in a mau thutawh khensatna maw bawl lo ding uh hi. Board members te in, a kism zui-in U.Z.O-USA. Inc bylaws te, U.Z.O-USA. Inc nasepna leh kalsuan dan te hoihtah leh pilvaang tah in en-cih (oversee) mama ding uh hi. Bylaws in a huam khalo thu buai huai khat popo ang pien cieng in, board members te leh EC officers te tawh kikum in meeting vaihawm ding uh hi.

**5.8** Special Combination meeting U.Z.O-USA. Inc nasepna te leh ki makaihna te ah a buai huai, thubuai, bylaws palsatna te a kipan a lung himaw huai thukhat a om ciengin, board member te in EC leh CEC officers te tawh kikum ding uh a, a thu leh a hunzui in Board members, EC leh CEC teng mawh meeting nei ding uh hi. Tambang special combine meeting a kisp ciengin vai zosie U.Z.O-USA. Inc chairman in makaih ding hi. Tambang special combine meeting a om ciengin, meeting a kihal zosie lahan a tamzaw vote zui in khensatna

kibawl ding a, U.Z.O-USA. Inc lai atpi in cieptena bawl ding hi.

**5.9** U.Z.O-USA. Inc Board of Directors sungah member khat chairperson in kiteel ding hi. Tua board chairperson in board meeting khensatna leh board meeting vai zosie ah makai sem ding hi. Ahizongin, U.Z.O-USA. Inc EC leh CEC vaipua meeting leh khensatna te board

members te'n makai lo ding hi.

**5.10** U.Z.O-USA. Inc EC leh CEC te kikaal thubuai a ki khensat theilo a om ciengin, U.Z.O-USA. Inc makai pi leh thuvaan pi in Board of Directors tungah tua thu pua toding uh hi. Tam bang EC leh CEC kikaal thukhensat hamsa aom ciengin, board members tengin meeting nei ding uh a, board member a tamzaw thukimna zui-in EC leh CEC kikaal vai

khensatna nei ding uh hi. Tambang vai te ah board member te thukimna a om leh U.Z.O-USA. Inc makai pi leh thuvaanpi ten tambang meeting sung ah EC leh CEC kikaal a kikhensat theilo thute a ki cingin genkhie kia ding uh hi. Khensatna te anei zawh cieng un board chairperson in U.Z.O-USA. Inc makaipi leh thuvaanpi tungah laitawh zasahna nei ding uh hi.

**5.11** A zie tuamtuam tawh board member khat in, Board of Director member hi-na pan in a khawl nop leh khawl na lai board chairperson tung ah pie ding a, a khawlnop ni, hla leh kum te kicien tah in giending hi. Tua khawl na laipen board chairperson in a nga ciengin board

members teng EC leh CEC officers teng tung ah copy khat ta pesawn ding hi.

5.12 Keima, \_\_\_\_\_ UZO board of director in, ka mi nam khan tou na ding in, nah kasem ding aa, hup tuam paituam neih louin, thumaan thutah tung ah nah kasem ding hi, cih inpasien mai leh mipi te mai ah kam ciam ka piahi AMEN.

## ARTICLE VI

### 6: AUTHORITY AND DUTIES OF OFFICERS (EC te mawpua leh nasep dan ding)

U.Z.O-USA. Inc EC ding tepen, a nei a bang te beh makai teelcing hi ding a, EC officers in ki teel thei beh ding hi. EC makai teelcing tepen:

EC officers Teel cing nget-na (Qualification requirement)

6.1 USA gampen English lai leh ham kizatna gam a hi zie in, English lai leh ham athei mi hiding hi.

6.2 A tawpsa U.Z.O-USA. Inc kipawlna sungah, EC leh CEC semsa mi a hi leh, kiapwlna ah sum vai leh makaih na ah, U.Z.O-USA. Inc bylaw palsatna, sum lam thumaan lo na leh pawlsum le zatna te a neilo mi hi ding hi.

6.3 U.S gam bup State leh Federal law tawh kitua in, mi nam deidan-na (racism), pawlpi, khua leh tui, gam leh mual, be leh phung ki batlo zie-in mi tuamkhen/a deidan (discrimination) lungsim leh gamtat a neilo mi hiding hi.

6.4 Pasien zatat in, Pasien tung leh a pawlpi tungah, a citah mi hi ding a, mi zosia tawh a kilem thei, a ki lawmta thei leh a ki zom thei mi hi ding hi.

6.5 U.Z.O-USA. Inc EC officer ding tepen biena lam pan ministry, pastor, reverence, leh bishop, father a sem laitah (current ministers) te hilo ding hi.

## ARTICLE VII

### 7: UZO-USA .Inc MAKAI PI TENG OFFICERS

U.Z.O-USA. Inc Executive Committee(EC) officers a kitel cieng in mihing (13) kitel ding a, a kikop tuah hi ngai lo ding hi. U.Z.O-USA. Inc makai ding te pen, makai pi(president), makai pi a hu (vice president), thuvaanpi(secretary), thuvaanpi hu(joint secretary), Sum sayin kem(financial secretary), sum kem(treasurer), mipi tawh Kizopna (Public Relation Officer), States UZO or local makai te(president), leh a dang board of directors te zong hi ding hi. Tam mi U.Z.O-USA. Inc makai officers tengpen U.Z.O-USA. Inc khawmpi aa, mipi te teel natawh makai(officers) te hi ding uh hi.

## 7:1 MAKAI PI (PRESIDENT)

**7.1 (a)** U.Z.O-USA. Inc ai-tang in thuvaan pi leh thugen pi hi ding hi. A hun leh a kisap dung zui-in meeting te han ding a, meeting agenda zosie kaikhawm khol in, thu leh la te vaan khol ding hi. Meeting zosie ah makai in vaan ding hi. Kumcin khawmpi leh meeting te ah U.Z.O-USA. Inc ai-tang in a kisam thugen-na leh lai tuamtuam te gial in pie ding hi.

Executive officer om theilo na mun ah, CEC te thukim-na tawh U.Z.O-USA. Inc makai pi-inakisap leh bakhat sung (temporary) mawpua sem thei hi.

**7.1 (b)** U.Z.O-USA. Inc seal kemcing ding a, zum vai kisam tuamtuam te sem ding hi. Ahizongin, EC leh CEC te khensatna leh theipina om lopi in, a ma ngaisut tawm leh a ma nop thutawh bangma sem theilo ding a, khensatna khat popo bawl thei lo ding hi. U.Z.O-USA. Inc EC thukimna leh vaihawmna om lopi in, a ma son thutawh UZO USA logo leh min zanginlai khat popo gialh in hawm thei lo ding hi.

**7.1 (c)** Makai pi pa/nu pen U.Z.O-USA. Inc kipawl na palai hi ding hi. Advisor committee te teal cing lo hoihtah encih (oversee) ding hi.

**7.1 (d)** Code of Conduct committee te hoihtah encih (oversee) ding hi. Bylaw in a huamlo thu khat popo, a ma deih thu leh nophu tawh khensat theilo ding a, EC khensatna lo buang bangma khensatna bawl thei lo ding hi.

**7.1 (e)** Auditor te zong hoitah encih (oversee) ding hi.

**7.1 (f)** EC, CEC leh board sung a members te hoitah encih (oversee) ding hi.

**7.1 (g)** EC, CEC leh U.Z.O-USA. Inc mintawh thukhsent sa zosia ama thu tawh kheel, phiatleh puapha theilo ding hi.

**7.1 (h)** U.Z.O-USA. Inc mintawh kizopna a hi email, UZO-USA.org webside admin username and passowd, UN kizopna tawh kisai zosia username and passwords te thei ding a, kemcing ding hi.

**7.1 (i)** Thuvaanpi (secretary) tawh thukikum in, nasepna khat popo ah, a ma thubeh zang lo ding hi. Thuvaanpi theisah lopi in a mathu tawh bangma semlo ding hi.

**7.1 (j)** Makaipi-in, makaipi a hu pa tungah, thu khat popo zasah den ding a, sepsa te, sep lai ding te leh term khat sung nasep ding zosie theisah den ding hi.

## 7:2 MAKAI PI HU (VICE PRESIDENT)

7.2 (a) Makaipi omlo na khat anei ciengin, a kism zui leh sepding te ah makaipi munah sem dinga, makaipi dinmun ah a term tawp dong sem ding hi. Makaipi om na pi, man loh na khat tawh makaipi a kihal theilo na mun ah, makaipi phalna leh thukim na tawh makaipi nasep te sem thei ding hi.

7.2 (b) EC leh CEC te khensatna leh theipina om lopi in, ama ngaisut tawm leh ama nop thu tawh bangma sem theilo ding a, khensatna khat popo bawl theilo ding hi.

7.2 (c) Bylaw in a huam lo thu khat popo, ama deih thu leh nophthu tawh khensat theilo ding a, EC khensatna lo buang, bang ma khensatna bawl theilo ding hi. EC leh CEC khensatna beh tawh nasem ding hi. U.Z.O-USA. Inc mintawh kizopna ahi email, UZO-USA.org webside admin username and password, UN kizopna tawh kisai zosia username and passwords te thei ding a, kemcing ding hi.

### 7.3 THUVAANPI (THE GENERAL SECRETARY)

7.3 (a) Meeting zosia ah thute ciem-te in kem cing ding hi. EC leh ECE meeting khensatna bang beh in nasem ding a, khensatna khat popo a ma thu tawh khel leh tuam sep theilo ding hi. U.Z.O-USA. Inc kipawlna files, meeting records leh makaipi-in ciepte ding a gen zosia ciemte in kemcing ding hi. Makaipi meeting agenda ki ginkhol na tezong hu ding hi.

7.3 (b) U.Z.O-USA. Inc nasepna cieptena zosia confidential in kemcing ding hi. Mailbox taw-tang (key) zong kem ding hi. Meeting ang kihal theilo te, ang pei theilo na a zie(reason) tezong ciemte ding hi.

7.3 (c) Makaipi tawh thu kikum den ding a, makaipi thei lopi in bangma sem thei lo ding hi. Thuvaanpi hu(joint secretary) tawh na zosia kikum leh kizopna nei den ding a, thei ding kilawm U.Z.O-USA. Inc mintawh aom information zosie theisah in ama ngientang in dap kepngai lo ding hi.

7.3 (d) Makaipi tawh ki thua in, kum khat in 2 vei U.Z.O-USA. Inc active member te hoihthasit ding uh a, state or khuatual UZO kipawlna makipi leh thuvaanpi tungah update leh report bawl ding uh hi.

7.3 (e) Thuvaanpi-in, thuvaanpi a hu tungah, thu khat popo zasah den ding a, sepsa te, sep lai ding te leh term khat sung nasep ding zosie theisah den ding hi.

7.3 (f) Bylaw in a huam lo thu khat popo, ama deih thu leh nophthu tawh khensat theilo ding a, EC khensatna lo buang, bang ma khensatna bawl theilo ding hi, EC leh CEC khensatna beh tawh nasem ding hi.

7.3 (g) U.Z.O-USA. Inc mintawh kizopna ahi email, UZO-USA.org website admin username and password, UN kizopna tawh kisai zosia username and passwords te thei ding a, kemcing ding hi.

7.3 (h) Pawl lut tha khat popoh ahi zongin, ahun cieng tan neih sum kidon na khat popoh ah sum khie sa popoh, sum dong khua makai ten U.Z.O-USA. Inc Secretary pa kungah 24 hour in zasah pai ding aa sum tang (or) check te nua lhah thei kia ding hi.

#### 7:4 THUVAANPI HU (Assistant Secretary)

7.4 (a) Thuvaanpi ang om thei lo cieng in, thuvaanpi nasep zosia teng sem ding hi. Thuvaanpi om napi, a zie tuamtuam tawh a septhei lo hun ah, thuvaanpi ai tangin sempah ding a, a hizongin, a tawntung hilo ding hi; tuabang a sep theinading in thuvaanpi thukim na om masah kul hi.

7.4 (b) Sum lam thuvaanpi (financial secretary) a om theilo na mun ah U.Z.O-USA. Inc tawh kisai sum kidong te sem ding a, tua sum zosia sum kem pi te tungah ap kia ding hi.

7.4 (c) EC leh CEC te khensatna leh theipina omlo pi-in, ama ngaisut tawm leh ama nop thutawh bangma sem theilo ding a, khensatna khat popo bawl theilo ding hi.

7.4 (d) Bylaw in ahuamlo thu khat popo, ama deih thu leh nophu tawh khensat theilo ding a, EC leh CEC khensatna lo buang, bang ma khensatna bawl theilo ding hi, EC leh CEC khensatna beh tawh nasem ding hi.

7.4 (e) U.Z.O-USA. Inc mintawh kizopna ahi email, UZO-USA.org webside admin username and password, UN kizopna tawh kisai zosia username and passwords te thei ding a, kemcing ding hi.

#### 7:5 SUMKEM PI (TREASURER)

7.5 (a) U.Z.O-USA. Inc mintawh sum zosia, sumkempi pa in hoihtah in kem cing ding hi.

7.5 (b) Sum lut sum pusua zosia laibu sung leh computer sung ah hoitah in ciemte ding a, sum lut sum pusua zosia receipt te hoihtah in kemcing ding hi.

7.5 (c) Pawl sum leh van zosia hoitah ciemte in kikapna te ah hoitah lah thei pai ding hi. Sum lut sum pusua zosia receipt zosia hoihtah kem ding a, a kisam zui-in audit bawl tetung lah theiding in a baisa in kemden ding hi.

7.5 (d) Kumlai meeting cieng in, sum lut sum pusua , a omlai sum te report (financial report) pie ding a, copy tepen UZO khua Hausa zosie tung ah pie ding hi. Kum ein khawmpi ah, sum lut sum zah na, leh a omlai sum zosie a kicing in mipi tungah, puluh ding a, mipi mai ah a puluh masang in CEC committee te tawh kipsahna la masa ding hi.

7.5 (e) Tua anga sum zosie U.Z.O-USA. Inc bank account ah anga za ni khat thu in thun (deposit) pai ding hi.

7.5 (f) Sumkempi aom thei-lo na mun ah, sum lam thuvaanpi(Financial secretary) in, sumkempi pa/nu ai-tang in sem ding hi.

7.5 (g) Makai pite sawlna zui-in, sum pie nading te ah pie ding hi.

7.5 (h) Sumkempi in kumcin cieng in form 990 pen IRS ah a hunlap in file ding hi.

7.5 (i) Sumkempi in kumtawp nasepna zosia report a bawlcieng in, sum lut leh sum pusua te a ki tua sih leh, khat vei sitpha kia ding hi; ama nasep sung ah, sum mangthang, report kibawl theilo thunawng kai aom leh a mama in loh kia ding hi. Ama nasep hun sung sum mangthang te a lo kia nopsih leh U.Z.O-USA. Inc makaipi leh thuvaanpi in thuleh la kanding a, a kiasm zui-in EC meeting ki bawl in, khensatna om bangin kistem ding hi.

7.5 (J) EC leh CEC te khensatna leh theipina om lopi in, ama ngaisut tawm leh ama nop thutawh bangma sem theilo ding a, khensatna khat popo bawl theilo ding hi. Sum zah nading khensatna om sa te ama mimal thutawh kheel theilo ding a, khensatna ombang in sum te pie khie ding hi.

7.5 (k) Bylaw in ahuam lo thu khat popo, ama deih thu leh nopthu tawh khensat thei lo ding a, EC leh CEC khensatna lo buang bang ma khensatna bawl theilo ding hi, EC leh CEC khensatna beh tawh nasem ding hi.

7.5 (l) Min leh sum pha zah lhah na teng sum kem pan, anga na Copy bawl in, anga na Signature (Suai) kai in, Suai a kai zawh ciangin, dal khat pen sum dong Hausa pa kungah sum ngah na Copy khat tung sah kia ding.

7.5 (m) Pawl makai te in kumcin ki khop ciangin, kum khat bup nasep nate leh sum sazian te leh a maikum aa sem kia ding mite tungah lai tawh at in, pawlmi zosieh tungah Copy khat ciet zintun ni lian in pia ding hi.

## 7:6 SUM LAM THUVAANPI (FINANCIAL SECRETARY)

7.6 (a) U.Z.O-USA. Inc kipawlna sum lamtawh kisai lai kung laidal zosie hoih tahin vaisai ding a, hoihhtah in kem ding hi. U.Z.O-USA. Inc mintawh sum lut sum puasua leh a kizatna zosie kem cing in, hoitah in ciente ding hi.

7.6 (b) A hunzui a sum zatna zosia member teng theidingin bawl ding hi. Kumlai meeting leh kum tawp siel in, sum zatna leh a kinei lai sum phaza cite a kipan a kicing tah in report bawl ding a, sum lut sum puasua zosie receipt te hoihhtah kem in, a kislam zui-in lah theidingin ki ging khol den ding a, copy pen UZO khua hausa zosia tungah pie ding hi.

7.6 (c) Sumkempi(Treasurer) om theilo na munah,Sumkempi(Treasurer) hu in, a ki tang sam sum dong te sem ding a, a nga sum zosia teng sumkempi tung ap ding hi. EC leh CEC te khensatna leh theipina om lopi in, ama ngaisut tawm leh ama nop thutawh bangma sem theilo ding a, khensatna khat popo bawl thei lo ding hi.

7.6 (d) Bylaw in a huamlo thu khat popo, ama deih thu leh nophthu tawh khensat theilo ding a, EC leh CEC khensatna lo buang bang ma khensatna bawl theilo ding hi, EC leh CEC khensatna beh zui-in nasem ding hi.

7.6 (e) Sumlam thuvaan pi-in sum kem pi tawh kikop in, amau leh amau audit bawl thei lo ding a, audit a kibawl masang sia, sumkem pi tawh ki dapkup thei lo ding hi.

## 7:7 AUDITORS

7.7 (a) A kisapna leh a thuzui in sumlam kantelna (audit) ding a kisap cieng in, U.Z.O-USA. Inc EC leh CEC te'n meeting bawl in, pawlmi sung, EC, leh CEC sungpan a muan huai, a citah ding auditor mi 2-4 cieng koih in audit bawl sahding uh hi. Sum lam thuvaanpi (Financial Secretary) leh sumkempi (Treasurer) te pen amau leh amau audit in kise tawm theilo ding a, amau te zong kiho khol, ki dapkup theilo ding hi.

## ARTICLE VIII

### 8: MAKAI PI TE NASEP HUN (TERM OF OFFICERS)

8.1 U.Z.O-USA. Inc makai te term pen kum 2 (Two years) hi ding hi.

8.2 Executive Committee members te in term 2 (kum 4) vaal sem thei lo ding hi. Tuami term ni(two terms) asepi zawh cieng un, member khat in om ding a, a panmun sepnasa a hilo, a dang panmun te sem thei veve ding hi.

## ARTICLE IX

### 9: NASEPNA PAN KHAWL NA (RESIGNATION)

**9.1** U.Z.O-USA. Inc EC leh makai khat popo in, ama sepna panmun pan in a khawl (resignation) nop leh U.Z.O-USA. Inc thuvaanpi(Secretary) tungah lai giel in lai hah ding a, theisahna (notification) pie ding hi. Tu alai pen U.Z.O-USA. Inc thuvaanpi(secretary) tung a tun zawh cieng in, ni 5 (business day) sung, ngaihsutna hun kipie ding a, tua ni nga(5) sung in nasep khawl nading lai khie nu/pa in a lungsim a kheel sih leh ama ngetna kisang ding hi; tua ni nga zawh cieng in, U.Z.O-USA. Inc EC teng kikum ding a, nasep khawl nu/pa kipsahna (confirmation) bawl ding uh hi. Tuazawh cieng in, U.Z.O-USA. Inc thuvaan pi in nasep khawl na kipsahna lai pie kia ding a, copy khat zum thucieptena (office record) ah kem dinghi.

## ARTICLE X

### 10: NASEP THEI NAWN LO NA (INCAPACITATION)

**10.1** Makaipi hu(vice president) U.Z.O-USA. Inc makaipi(president) panmun a kato zaw ciengin, EC, CEC leh Board of Director teng in meeting bawl ding a, meeting atamzaw (majority) thukim-na zui-in U.Z.O-USA. Inc makaipi hu(vice president) teel kia ding uh hi.

**10.2** A zie tuam tuam tawh U.Z.O-USA. Inc makaipi(President) pa/nu in a pan mun ase thei nawn sih leh makai pi hu(Vice president) in makai pi pan mun ka to ding aa, tua ama sephun sung (terms) makaipi hu in makai pi sem to ding hi.

**10.3** Thuvaanpi a hu(assistant secretary) U.Z.O-USA. Inc thuvaanpi(secretary) panmun a lazawh ciangin, E.C, CEC leh Board of Directors teng in meeting bawl ding a, meeting atamzaw (majority) thukim-na zui-in U.Z.O-USA. Inc thuvaanpi a hu (assistant secretary) teel ding uh hi.

**10.4** U.Z.O-USA. Inc makai pi(president) leh U.Z.O-USA. Inc thuvaan pi (secretary) te sim lo, a dang panmun nei makai te khat popo, a zie tuamtuam tawh, a panmun pan akhawl leh amau ai-tang (replacement) dingpen EC, CEC leh Board of Directors meeting a tamzaw thukim-na tawh kiteel pha kai ding hi.

## ARTICLE XI

### 10: ELECTION BY LAW

**11.1** U.Z.O-USA. Inc Election aom cieng in EC, BOD leh CEC teng in Election Commission group bawl ding uh hi. Election Commission ten Vote(metang) pie na mawpuehna nei ding uh a, tuami Election Commission pen kitel zawh cieng in aman hi ding hi. U.Z.O-USA. Inc kitel kum sial in tua dan in kibawl den ding hi.

**11.2** Kitel kum simin Executive Committee(EC) tawh akipuo a khuakhua ciet pan aa khua hausa te automatic in UZO zungpi ah Central Executive Committee(CEC) hi pai ding hi. A zenzen aa khua makai khat poh in kei ka ngap sih hi cia CEC panmun ding a ngiel leh tuami khua ten a ma ai tangin CEC ding khat hing tel thei ding vuh hi. Khua hausa ten a nget leh hi beh ding hi.

**11.3** Democrat/mipi thu neina system kizang ding aa, metang system hi ding hi. UZO active member te beh in, Ballot ngah thei ding aa, thu ngai angpei te in, metang ngah thei lo ding hi.

**11.4** Numei pasal kideidat na om lo ahih ziehin, Akhua khua pan aa, a ki nominate mite pen UZO active member a hih zawh kum (1) a cin po leh kiteel thei ding hi. Numei te zong ki nominate thei ding aa, board of director leh President zong sem thei ding hi.

**11.5** UZO kumsum khietna kien ding aa, kumsum \$100.00\$500.00 meetang (2) \$50 0.00 \$1,000.00 meetang (3) \$1,000.00\$1,500.00 meetang(4) \$1,500.00\$2,000.00 me etang (5)\$2,000.00-\$3,000.00 meetang (6) \$5,000.00 pan atung sieh meetang (10) meetang 10 val state khat in, ngah thei lo ding hi. Azenzen in, meetang angah zah akhia ding mi a op sih leh, a state hausa pan khia piah thei ding hi. \$5,000 tungsia in UZO-USA Election ciang in Candidate ding mi-3 hiding a mikhat pen EC member panmum ah auto in omding hi.

**11.6** U.Z.O-USA. Inc kipawlnah President, Vice President, General Secretary leh Assistant Secretary a sem ding te pen U.S gam ah English (mang ham) ki zatna gam ahi man in English(mang ham) leh Kawl ham hoih tah a ham thei, mi ham kawm lo lung sim ngai sun thei, mi tawh thu kikum thei mite hi ding hi.

**11.7** U.Z.O-USA. Inc EC officer ding tepen, biena lam pan ministry, pastor, reverence, leh bishop, father a sem laitah (current ministers) te hilo ding hi.

11.8 U.Z.O-USA. Inc Board of Director teng, EC teng leh CEC te sung pan U.Z.O-USA. Inc kipawlna ah panmun anei te in ei tawh nimna a kibang lo kipawlna te tungah member lut theilo ding uh hi. Ei tawh nimna kibang lo te kipawlna ah member lut te in UZO-USA.Inc kipawlna ah pan mun nei thei lo ding uh hi. UZO-USA EC semding te Dual Member lut te sem theilo ding hi.

11.9 U.Z.O-USA. Inc EC zo sieh pen, metang tawh ki teel ding hi. Metang pen laidal kihawmding aa, metang khie te in amau deih min te laidal tung gial ding hi.

## ARTICLE XII

### 12: A KIKHEL THEI LO DING LAW

12.1 United Zo Organization min leh Logo pen, kipawlna khat popo hi taleh, mimal khat poin hi tahleh, kumpi tungah registration/matpong tenna zahdap na neih thei lo ding aa, a hih zongin, Zotu Zota kipawlna khat popo in azah nuam leh board of director te leh EC te approval ngen ding hi. UZO min phalna omlo aa, azaang dap mi aop leh U.S Trademark law, trademark or patent matters are subject to the USPTO Rules of Professional Conduct set forth in 37 C.F.R. §§ 11.101 et. seq. and disciplinary jurisdiction under 37 C.F.R. § 11.19(a). Additionally, unauthorized individuals who represent others before the USPTO are subject to the disciplinary jurisdiction of the USPTO tawh kituah in, lawsuit kibawl ding hi.

12.2 Zotu Zotate kipawlna khat popo in, U.Z.O-USA. Inc kipawlna pan in, state bup aa, akhawl aa, zungpi tawh a kizop nawn sih leh, UZO min zang thei nawn lo ding hi. Azahpaupau aa, UZO min tawh kipawlna abawl lai leh U.S Trademark law tawh ki tuah in, lawsuit kibawl ding hi.

12.3 Khua khat sungah UZO kipawlna 2 om thei lo ding hi. Tua bang aom leh akhua mipi te leh akhua aa advisor te tel te pen U.Z.O-USA. Inc tawh kizom ding hi.

## ARTICLE XIII

### 13: SOCIAL MEDIA LAW

13.1 U.Z.O-USA. Inc kipawlna Facebook Official Page leh Website tetung ah UZO-USA na sepna activity te simlo adang kikhang theilo ding a, thu dang ladang khang ding ah om leh UZO-USA EC te in en cian ding a Social media tung ah khang lawm leh khang lawmlo khensat ding vuh hi.

13.2 UZO-USA Board Of Director,Executive Committee teng leh State lamkai khat pohpoh in ama son a UZO USA thu phalna omlo a agen leh athu nget tung tang ah

apan mumpan khawlsah ding lawm leh khawlsah ding lawmlo etkia na kineih ding a UZO-USA Board Of Directors, EC, CEC Meeting to atam zaw thukim na ah om leh ah panmum pan kikhawl sah ding hi.

13.3 UZO-USA Member Khat in ih kipawl na UZO-USA Board Of Director, Executive Committee teng leh State lamkai khat popo athu ala omlo a Online tung pan sa a Personal attack agensia a ဝိုက်ခိုက် te leh UZO-USA ih kipawl na gensia te member pan in Ha-6 sung kikhawl sah ding a, aki khawl sah hun sung a deih lo natawh dana ang tuoh kha leh UZO-USA member te Benefit ngalo ding hi.

## ARTICLE XIV

### 14: UZO-USA KHAWMPI VAI

14.1 Kum sim in delegate meeting kibawl ding aa, UZO-USA Khawmpi pen kum 1 khat vei kibawl ding hi.

14.2 U.Z.O-USA. Inc in Hall kawm man pia pi ding hi. Hall vai tawh kisai in, U.Z.O-USA. Inc EC te leh Local hausa te kithua in vaihawm ding uh hi.

14.3 State tuamtuam pan ki kaikhawm in U.Z.O-USA. Inc meeting munkhat ah a kibawl dingcieng in,

14.3 (a) Meeting pei teng ne leh dawn zosia inn tek ten sih ding uh hi.

14.3 (b) Meeting kibawl na khua ah inn tek te in meeting pei te sung pan mel thei aneilo te ading in giena ding vaihawm pieh ding uh a, hotel a tung nuam zaw aom leh amauh leh amauh sum pie in U.Z.O-USA. Inc fund pan in Hotel kawm man kipieh lo ding hi.

14.3 (c) Meeting vai ah state tuamtuam pan a, ang pei zo sie mawtaw kawm na (car rental) leh gas, vanleng sap pen U.Z.O-USA. Inc pan in a lang (50%) kipie ding hi.

14.3 (d) Meeting pei na ding mun mawtaw tawh nai nga pan in a tungsia a ki gamla khua te in vanleng tawh leng thei ding a, air ticket a man tawm pen beh lei thei ding hi.

14.3 (e) Meeting pei zosie in receipt nei hamtang ding a, receipt omlo in a tawp sum te U.Z.O-USA. Inc in pielo ding hi.

14.4 Zo Lie Zo Taang kidem na, Zo limthee kidem na, Kangtei kimawl na leh kimawl na tuam tuam te ah Zo tu Zo ta a kihal nuam popo kihal thei ding hi.

**14.5** UZO-USA khawmpi sial in kimawl na te ah UZO-USA Sport lamkai te leh Local UZO Sport lamkai te ang kithou in Sport tawh kisai na ang semto ding vuh hi.UZO-USA kipawl na pan in Soccer First Prize Trophy ,Second Prize Trophy leh Medal teng kilei pih ding hi.

**14.6** Zo Lie, Zo Taang leh Zo Limthe kidemna te ah Prize piading teng ZYO-USA in budget Fund sum sui ding vuh a UZO-USA EC,CEC te tawh aki sam bang bang in kithou ton in nasem ton ding vuh hi.

## ARTICLE XV

### 15: PANMUN(Thuneina) PAN KI KHAWL SAH THEI KIA NA(Impeachment)

**15.1** UZO Board of Director leh EC te in, zii le taa nei napi-in, lawm dang ngai-in, a zi leh a taa nua siehin, zi dang anei leh UZO makai na pan in, ki khawl sah ding hi.

**15.2** U.Z.O-USA. Inc sum kem pi pa-in, kipawl na sum te ama personal account tawh a join aa, kipawl na sum te, a ma neisa bang aa, azah leh board of director teng leh EC te in meeting bawl ding aa, UZO bank account check thei ding aa, akisap leh UZO bank account termination or closed bawl thei ding vuh hi.

**15.3** UZO-USA, Inc Board Of Directors EC Leh CEC te sung pan UZO-USA kipawl na lamkai sep tonpi te phal na leh thei na omlo in ama personal tawh UZO-USA vai adeih bang bang in Online tung leh apu lang a gen te apan mum pan ki khawl sah ding hi.

## ARTICLE XVI

### 16: UZO-USA, INC BY LAW PUAPHATNA (Amendments of by laws)

**16.1** Tam U.Z.O-USA. Inc bylaws te a bup-pi ahi a, a khenpi pan ahi a, a khen-neu (subsections) tepan hita leh belapna, phietna leh puaphat-na te U.Z.O-USA. Inc delegate meeting ciengin ki puapha thei beh ding a, khawmpi a kaai mipi se-li-sua-se-thum (3/4 three fourth) thukim-na tawh kikheel ki kipsah (ratified) thei beh ding hi.

**16.2** Mipi tawh bylaw kipsahna ding dinmun ang om thei lo ciengin, U.Z.O-USA. Inc makai pi(President) in Board of directors, EC, leh CEC tetawh meeting bawl masa ding uh hi; tua meeting khensatna te leh bylaw puaphatna ding geel-na te mipi te tungah, etphatna a bawl ma sang ni 30(thirty days including weekends) sung in mipi thei ding in taangko masa ding hi.

16.3 Khawmpi kibawl thei lo ban ah mipi kikhop theilo na, din mun hun cieng in, Board of Directors, EC, leh CEC meeting kaai zosie a tamzaw thukimna (majority votes) tawh bylaws puaphat na, phietna, leh belapna te a ki kipsah (ratify) ding hi.

16.4 Mipi kikhop thei lona i cite tepen State kumpi, Federal kumpi in USA gamsung mipi te omton-na ciengtan (limitation) a koi te uh hi ding a, USA gamsung State kumpi or Federal kumpi in thuhun a koi te beh “ mipi kikhop thei lo na” in ki sang ding a, tambang State kumpi or Federal kumpi thu bawl na omlo pi-in koi ma-in “mipi kikhop thei lo na” ci-in pansia la in U.Z.O-USA. Inc bylaws te puaphatna, kheelna, leh phietna te bawl thei lo ding hi.

Updated bylaws May 23-24, 2026

## 2025-2027 UZO-USA EC panmum teng

1. **President**-Thang Boi
2. **Vice President**-Mang Khan Cin
3. **Secretary**-Michael Thang Bawi@Maamang
4. **Assistant Secretary**-Hau Za Lian
5. **Treasurer**-Laang Suan Pau ZO
6. **Join Treasurer**-Kham Suan Mung
7. **Accountant**-Thang Tung Pau
8. **Auditor ( I )**-Cin Sawm Sing Taithul
9. **Auditor ( II )** -Pau Suan Hau
- EC Member
10. Thang Kho Pau
11. Kham Sian Lun Mang
12. Hang Lian Khai
13. Pau Lian Mung
14. En Khan Khai
15. Mang Do Thang

