

Benefit Rules

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UNITED ESAN ORGANIZATION BENEFIT RULES

WHERE AS the General Assembly has repeatedly requested membership privileges and the Board and the Executive agreeing with the General Assembly deliberated the need for membership benefits and resolved that the following are the most pressing areas that need addressing at this time;

REALIZING that all members of the Organization are equal and all UEO members shall have equal rights to equal benefits as defined in UEO constitution as long as each member meets the rules and agrees to equal financing of the benefit package as set forth by the regulations below;

REALIZING that the Organization ratified a benefit package on February 11, 2001, and that the Organization cannot fulfill all the desired needs of Members at this point in our history, the BOARD AND THE EXECUTIVE constituted a committee to review and amend the benefit package as ratified on February 11, 2006 and

Members of the Committee having executed their duties, and the Board and The Executive accepting their recommendations present the following amendments and rules for ratification by the General Assembly:

I. DEFINITIONS

A. *Qualified Active Member:*

For purposes of the Benefit Rules and Regulations, a qualified active member is a member in good standing and shall:

1. Attend at least two-third of all regularly scheduled General Assembly meetings in the current fiscal year (June 1st of each year to May 31, of the following year);
2. All qualified members who joined the organization on or before February 11, 2001, when the original benefit package was ratified, shall pay dues and levies in full from June 2006 to present;
3. All qualified new members who joined the organization after February 11, 2001, when the original benefit package was ratified, shall pay dues and levies for the fiscal year preceding the date they joined the organization. In addition, they shall be current in their payments of dues and levies thereafter; and

4. To be eligible for any benefit under these rules, each member shall pay \$100.00 annually towards the benefit package. Each member who is a member of the organization when the \$100.00 rule was effected shall pay \$100.00 each year from the date the rule was effected. (The \$100.00 rule came into effect in January 2004. It was extended to 4/2004). All new members shall pay \$100.00 towards the benefit package as of the date of their joining the organization.

Amendment to Serial A4: Additional Requirement to Qualified Active Member

1. The General Assembly voted in favor of an upward review of the current monthly dues of \$20.00 per month per member to \$30.00 per month per member. All previous amounts owed under the old rule (i.e. \$20.00 per month per member) will still have to be paid in full by delinquent members.
2. By this amendment Serial A4: Additional Requirement to Qualified Active Member is hereby expunged from this benefit package

B. Special Circumstances:

1. Any member who has established documented work related or travel obligation must attend five regularly scheduled General Assembly meeting in one fiscal year and pay dues in full as outlined under Rule (1)(A)(2)(3) and (4). It is the responsibility of each member seeking to establish documented work or travel related obligation to notify the organization in writing.
2. New member must attend six consecutive regularly scheduled General Assembly meetings and pay dues in full for at least six months. Such member shall pay all membership dues as outlined under Rule (1)(A)(2)(3) and (4).
3. Any member who has established documented involuntary unemployment must attend at least two-third of regularly scheduled General Assembly meetings in one fiscal year. Such member will be exempted from paying membership dues until his unemployment status changes. It is the responsibility of each member seeking to establish documented involuntary unemployment to notify the organization in writing.

Amendment to Serial B3: Additional Requirement to Special Circumstances

Members who are experiencing hardship as a result of involuntary unemployment, etc. shall:

1. Be given a grace period of six (6) months from paying monthly dues, levies, etc from the date such a member notifies the Organization of his employment situation.
2. Be required to attend all UEO sanctioned social, cultural and any other event(s).
3. Not be required to pay any "missed" payment(s) once such a member becomes employed again.
4. Not be qualified for any UEO financial benefit, but such a member could invite UEO to any social, cultural and or any other function(s))

5. In the event that a member does not secure a job after the initial six (6) months grace period, no more grace period will be granted.
6. By this amendment Serial B3: Additional Requirement to Special Circumstances is hereby expunged from this benefit package

II. BENEFITS

A. Bereavement:

1. *Death of a Qualified Member or his Spouse:*

Each qualified member shall receive \$1,000.00 from the United Esan Organization Benefit fund in the event of the death of a qualified member or his spouse. In addition, the Organization shall help to organize a wake keeping for the family and all funds realized during the wake keeping shall be presented to the family members.

2. *Death of a Son or Daughter of a Qualified Member:*

Each qualified member shall receive \$1,000.00 in the event of the death of a son or daughter or both.

Amendment to Serial A2: Bereavement

7. Each qualified member shall receive \$1,000.00 in the event of the death of a son or daughter or both. In addition, the Organization will assist in organizing a fund raising activity towards the burial. All proceeds from the fund raising activity will be presented to the family. Proposition A2 supersedes A2 above.

8. By this amendment Serial A2: Bereavement is hereby expunged from this benefit package

3. *Death of Mother or Father of a Qualified Member:*

Each qualified member shall receive \$1,000.00 from the United Esan Organization fund in the event of death of his mother or father or both. If two or more qualified members lose of a father or mother each qualified member shall receive \$1,000.00 each. There shall be one wake keeping for all the family members at their chosen time and location.

A qualified United Esan Organization member shall be entitled to \$1,000.00 distributed each under these rules of the number of occurrences of the death of a son, daughter, mother or father.

4. *Death of a Brother, Sister, Grandmother, or Grandfather of a Qualified Member*

UEO members with the leadership of president will convene a meeting of all members and encourage each member to individually contribute funds to assist such a qualified member.

5. *Death of a Brother, Sister, Grandmother, or Grandfather of a Qualified Member's Spouse who is not a Member of the EWA*

There will be a formal announcement by the UEO president to members regarding the incident. Membership participation in such event will be encouraged.

6. *Death of an ESAN Man who is not a member of the UEO and his Wife is not a member of the EWA*

The UEO is not obligated to such an individual. Membership participation in such event will not be encouraged.

7. *Death of a Father, Mother, or Husband of a Qualified Esan Women Association Member*

Each qualified member as defined by the Executive of the Esan Women Association shall receive \$250.00 from UEO in the event of the death of a father or mother of a qualified Esan Women Association Member.

8. *Death of a Qualified EWA member's spouse who is an Esan man but not a member of UEO*

UEO members shall accompany members of the Esan Women Association to visit the EWA member. A \$250.00 disbursement including funds, if any, raised during the visit shall be presented to the member.

9. *Death of a Qualified EWA member's spouse who is not an Esan man*

UEO members shall accompany members of the Esan Women Association to visit the EWA member. A \$250.00 disbursement including funds, if any, raised during the visit shall be presented to the member.

10. *Prior active members who no longer reside in Houston because they have relocated or attending school in other states or cities.*

The UEO members with the leadership of the president will convene a meeting of all members and encourage each member to individually contribute funds to assist such a former active member in the event of bereavement as contemplated under these rules.

11. *Welfare of the Children of United Esan Organization Members.*

1. The UEO members with the leadership of the president will organize an after school get-to-gather for all our children on the last Saturday of each June each year. Every member of the organization shall be required to bring their children to the party.
2. The UEO shall provide school supplies to our children from Pre-K to the twelve grade level every 2nd week of July each year. Funding for the supplies will be provided from the UEO account.
3. The UEO shall donate \$250.00 to a UEO child after graduation from High School. Funding will be provided from the UEO account.

4. The UEO shall organize a Picnic get-to gather for our children at the park on the 2nd Saturday of June each year. Funding for the event shall be provided from the UEO account.

B. Birth of a Child:

Each qualified member shall receive \$100.00 from the United Esan Organization in the event of the birth of a child. In addition, United Esan Organization shall visit the child and his or her parents as a group.

C. Accident Involving a Qualified Member:

Each qualified member shall receive \$1000.00 from the United Esan Organization in the event of a serious accident involving such member. United Esan Organization members shall visit such qualified member as a group. Examples of serious accidents as contemplated herein are the loss of an arm, the loss of a leg, hospitalization for at least 3 weeks, and the total loss of a residential house to fire.

III. INVITATIONS

- A. To preserve the importance of the organization to its members, the United Esan Organization members must pledge their allegiance as follows:

1. Attend all mandatory UEO sponsored events, such as end of year party which shall be the 1st Saturday in September of each year, scheduled UEO fund raising events which shall be the 1st Saturday in September of each year, including Martin Luther King Jr. parade, Houston International Festival, End of year prayer meeting, etc.
2. No member shall schedule an activity or event to coincide with any mandatory UEO sponsored activity. If there is a conflict in schedule, UEO event or activity shall take priority over an individual member's activity.
3. UEO members shall not honor a non-member invitation if it coincides with any UEO mandatory event. UEO sponsored events shall take priority over any non-member events.

B. Invitations from Members:

Each member is required to honor an invitation from any other active member to attend his event (baby dedication, Christening, birthdays, etc.). A member shall attend such other member's event if such Member (1) invites the Organization prior to the event, (2) such member must have attended at least two third of the six of such prior events sanctioned by the Organization, (3) the host member must keep a sign-in record of UEO members who attended the event and return the attendance record to the President of the Organization, and (4) the member must at minimum give the organization members a week notice prior to the commencement of such event. This policy shall take effect from the date of enactment of the Rules and Regulations. Any member who has documented work or travel obligation and cannot attend an event shall register same with the President.

Restrictions

Any UEO member, who is not in good standing as defined in the UEO Constitution, can not use any UEO resources (phone/UEO membership directory, electronic mail directory, UEO furniture, computer(s), and any other UEO resources not listed).

C. Invitation from Members of the Esan Women Association (EWA):

1. If Husband is an Esan man and a non-active UEO Member:

The Esan Women Association member: must be active and a qualified member of said organization. The UEO president through the EW A president must confirm the qualification of the EWA member. Since the husband is an Esan man and not a UEO member, UEO members' participation in such event shall be encouraged and there must be a minimum of one week notice to the United Esan Organization prior to the commencement of such an event.

2. If Husband is an Active UEO Member:

Such invitation must come from the husband and if the husband is a qualified member. UEO members shall attend the event. There must be a minimum of a week notice before the commencement of the event.

D. Invitations from Non-Esan Member or Organization

To honor such invitations, UEO shall (1) check the attendance record at UEO events of the person or organization inviting UEO, and (2) the prior financial contribution of the person or group to UEO events, (3) there must be a minimum of a week notice to the UEO before the commencement of the event for which the Organization is invited, and (4) UEO executives must keep a record of participation by other persons or organization.

First time invitation shall be considered by the Executive branch of the United Esan Organization.

E. Financial Support of Groups or Other Organizations:

Financial support for other organization shall be based on reciprocal contribution by such Organization for UEO events. In no event shall such contribution from the United Esan Organization exceed \$250.00. First time invitees shall receive \$100.00 to be funded from the UEO account.

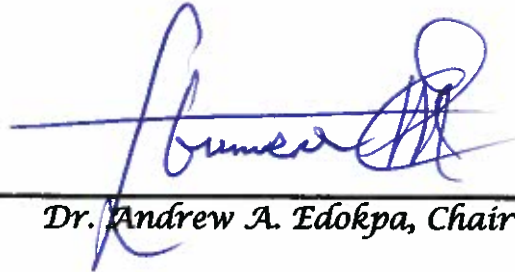
F. Recognition as Special Guests:

There must be a special place or table for Active UEO members only.

G. Invitation of Esan Cultural Dance Group:

The President of the United Esan Organization in consultation with the Chairman and the Esan Cultural Dance Group shall determine which invitations to honor.

RESOLVED AND ADOPTED BY THE UEO GENERAL ASSEMBLY ON THIS 13th DAY OF SEPTEMBER 2009



9/13/09

Dr. Andrew A. Edokpa, Chairman of the Board, UEO



9/13/09

Mr. Charles Airiohuodion, Executive President, UEO



9/13/09

Dr. Lucky Anetor, Chairman Benefit Package Review Committee