

BAR BULLETIN

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MARYLAND STATE BAR ASSOCIATION NEWSLETTER

DECEMBER 15, 2017

New at the MSBA in 2018

For the first time, the MSBA will partner with *The Daily Record*, and *The Marc Steiner Show* on WEAA-FM to present The Annapolis Summit. The Annapolis Summit is considered by many in the legislative community as the thematic 'kickoff' of the Maryland General Assembly session. The Opening Day event features 90-minutes with Governor Larry Hogan, and Presiding Officers Senate President Thomas V. Mike Miller, and House Speaker Michael Busch discussing the most prominent policy issues facing Maryland policymakers going into the new Session.

The event will be held on Wednesday, January 10, 2018 at 7:30 a. m. at the Governor Calvert House, 58 State Circle, Annapolis, MD 21401.



Solo Summit Raises Member Practices to Great Heights

November 10, 2017, solo law practitioners from across the state descended on the Hilton Baltimore BWI Airport for *Solo Summit 2017*. Summit attendees learned how to maximize their practice's potential and used this opportunity to build and expand their network. The Solo Summit was organized by MSBA's Department of Law Office Management Assistance and the Solo and Small Firm Section.



Maryland Carey Law and Four Top Law Firms Launch Diversity Initiative



Back Row: Andrew Do, Chukwukpee Nzegwu, Fatemeh Shahkolahi, Taylor Nichols, Dominic Gilani,
Front Row: Alba Sanchez Fabelo, Cymone Gosnell, Sudipta Das, Thaakirah Cason, Juan Parcero
Not pictured: Savannah Stack

By Seth C. Polansky

This fall, a group of 11 accomplished and diverse students began their legal careers with vital financial and professional support, thanks to a new collaboration between four top law firms and the University of Maryland Francis King Carey School of Law.

DLA Piper; Gallagher Evelius & Jones; Miles & Stockbridge; and Pessin Katz have joined forces with Maryland Carey Law to launch the Diversity and Inclusion Scholars Initiative, an effort to ensure that

Maryland's legal community becomes as diverse as the population of the state itself. [See a list of scholarship winners and comments from each of the firms below.]

"We are incredibly grateful to these firms for their leadership in addressing this challenge," said Dean Donald B. Tobin. "Together, they have provided us with almost \$700,000 to launch this program. Our profession has talked about the importance of increasing diversity for years. This new collaboration is a significant step toward achieving that goal here in Maryland. I hope every law firm in the state will join us."

Maryland Carey Law and the University of Maryland Baltimore Foundation are also contributing to the new program.

Increasing diversity is a challenge for the legal profession both in Maryland and nationally. According to the Bureau of Labor statistics, law is one of the least racially diverse professions in the nation. Eighty-

ing that goal here in Maryland. I hope every law firm in the state will join us."

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DIVERSITY AND INCLUSION SCHOLARS

Maryland Carey Law is proud of the fact that 29 percent of this fall's new students are members of a minority group, a figure consistent with enrollment for the last several years. Here is the first group of Diversity and Inclusion Scholars and their undergraduate institutions.

THAAKIRAH CASON

University of Baltimore '17

SUDIPTA DAS

University of Maryland College Park '17

ANDREW DO

University of Maryland College Park '13

ALBA SANCHEZ FABELO

Loyola University Maryland '16

DOMINIC GILANI

The University of Texas at Dallas '16

CYMONE GOSNELL

Loyola University of Maryland '15

TAYLOR NICHOLS

New York University '16

CHUKWUKPEE NZEGWU

Vanderbilt University '17

JUAN PARCERO

University of California Los Angeles '16

FATEMEH SHAHKOLAH

Notre Dame of Maryland '10

SAVANNA STACK

Arizona State University '14

JANUARY

10 Join MSBA's Law Office Management Assistance for their webinar Practice Dojo: *Getting Over Career Humps* from 2:00 p.m. - 3:00 p.m. as Becky Castro of Getting Over Career Humps, and certified business and personal coach works through common lawyer career humps and offers solutions. Register in advance at <https://attendee.gotowebinar.com/register/311062121108496387>, or contact Charity Anastasio, charity@msba.org for additional information.

11 The Fellows of the Maryland Bar Foundation present the *25th Annual Professional Legal Excellence Awards Reception* with hors d'oeuvres, beer, and wine, where the following awards will be presented: the Advancement of Professional Competence; Steven P. Lemmey Legal Excellence Award for The Advancement of Public Service Responsibility; the Advancement of Advocacy for Justice; the Advancement of the Rights of the Disadvantaged; and the Advancement of Public Understanding of the Law. Scheduled from 6:00 - 8:00 p.m. at the College Park

Marriott Conference Center and Hotel, 3501 University Blvd E, Hyattsville, MD 20783. Contact Angela Munro (angela@msba.org) or register online at <https://legalexcellenceawards.msba.org>.

17 Join the Senior Lawyers Section for lunch and a presentation featuring Judge William Missouri (ret.) Chairman, American Bar Association Division of Senior Lawyers. 12:00 p.m. - 1:30 p.m. at Maryland State Bar Association Headquarters, 520 W. Fayette Street, Baltimore, Maryland 21201. Free garage parking is available in the Pearl Street garage. Contact Rob Hendrickson (fmbenson@comcast.net) for additional details.

18 The *Animal Law Section* invites you to Legends: Voices on Mentorship from 6:00 p.m. - 8:00 p.m. at the Pratt Street Ale House, 206 W. Pratt St., Baltimore MD 21201. A series of seasoned leaders will discuss their career paths, followed by "World Café" facilitated discussions among those leaders and students. RSVP to Angela Munro at angela@msba.org. If you have questions, telephone G. Norman at (410) 241-6745.

18 Join the MSBA Young Lawyers'

Section for a *New Admittees Happy Hour*, welcoming and celebrating Maryland's newest attorneys and MSBA members. Complimentary food and drink. Join us from 6:00 p.m. - 9:00 p.m. at Metropolitan Kitchen & Lounge, 175 West Street, Annapolis, MD 21401. Contact Angela Munro at angela@msba.org for additional details.

24 Join MSBA's Law Office Management Assistance for their webinar Practice Dojo: *Evernote: How to Use it to Improve Your Practice Workflows and Processes* facilitated by Heidi Alexander from 2:00 p.m. - 3:00 p.m. Today's law practice requires you to be uber-efficient with your time. You can't spend precious time searching for important meeting notes you took last week or through stacks of printed case law to find that one gem. You need a central repository for storing and using information that you need on a daily basis. The solution, Evernote. You've likely heard about Evernote, but now learn what it can do for your practice. Register in advance at <https://attendee.gotowebinar.com/register/2000414458186540803>, or contact Charity Anastasio, charity@msba.org for additional

information.

24 Legal Hackers Baltimore, MSBA's Young Lawyers Section, and the Maryland Volunteer Lawyers Service host Coding for Lawyers from 6:30 p.m. - 9:30 p.m. at University of Baltimore School of Law, 1401 N. Charles Street, Baltimore, MD. This interactive training will introduce legal professionals how to code in a programming language called Python. You will learn the basics of computer programming, the limitations of what software can do, and how to start writing your own programs. This is an interactive training where every attendee will be writing code, so bring a laptop to the event. This course is for beginners with no coding experience who want to better position themselves in the quickly evolving legal market. The class will be taught by Matthew Stubenberg, an attorney and computer programmer who has developed numerous, successful legal technology projects. Preregister at www.meetup.com/Baltimore-Legal-Hackers-Meetup/events/245636860/ or contact Matthew Stubenberg (mstubenberg@mvslaw.org) for more details.

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(202) 482-4772

Members should address their written ethics inquiries to Patricia Weaver, Chair, Ethics Committee, 4800 Hampden Lane, Suite 700, Bethesda, MD 20814, or call (301) 951-9360, or e-mail tweaver@paleyrothman.com. Opinions of the Ethics Committee are available online at www.msba.org. Please consult the Rules and MSBA Ethics Opinion Website before calling.

The McCammon Group

is pleased to announce our newest Neutral

Hon. Daniel M. Long (Ret.)

Retired Judge, Circuit Court for Somerset County

The Honorable Daniel M. Long recently retired after over thirty years of distinguished public service. Judge Long served as Judge for the Circuit Court of Somerset County for twenty-six years, during which time he served as Circuit Administration Judge and County Administrative Judge. Prior to his appointment to the bench, Judge Long was elected as a Member of the Maryland House of Delegates, where he served admirably for seven years while also maintaining a successful private law practice in Somerset and Worcester Counties. Judge Long is a Recipient of the Judge Anselm Sodaro Judicial Civility Award from the Maryland State Bar Association, and he was selected as 2015's "Judge of the Year" by the Litigation Section of the Maryland State Bar Association. Judge Long now brings this exemplary record of service and achievement to The McCammon Group to serve the mediation, arbitration, and special master needs of lawyers and litigants throughout Maryland and beyond.



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2. Join the Team
3. Start taking ice baths to prepare!

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We will host tailgating festivities prior to the plunge, which includes food and drinks.

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If you want to stay warm, you can always donate to the MSBA Team page at:
<http://bit.ly/MSBA-Plunge-2018>

For more information or questions contact, Michael Siri at siri@bowie-jensen.com

plungemd.com

MSBA

MD Court of Appeals Accepts Recommendation to Adopt Uniform Bar Exam

By Maryland Judiciary

The Maryland Court of Appeals at its Conference on November 16, 2017, voted unanimously to accept the recommendation of the Advisory Committee to Explore the Feasibility of Maryland's Adoption of the Uniform Bar Examination (UBE) to adopt the UBE, along with a Maryland law supplement to the examination, to be implemented in 2019.

The Advisory Committee, comprised of judges, law school deans, attorneys from small and large firms, members of the State Board of Law Examiners, and others, studied the potential benefits and disadvantages of adoption of the UBE in lieu of the traditional Maryland bar examination, and concluded that "the benefits of a uniform, portable, exam were significant and outweighed all disadvantages . . . [.]". In September,

the Court of Appeals received the Advisory Committee's report and recommendations and thereafter received public comments for a 30-day period.

"I am pleased with the Court's decision to consider carefully and accept the Committee's recommendation to adopt the Uniform Bar Examination," said Maryland Court of Appeals Judge Sally D. Adkins, Chair of the Advisory Committee. "The Advisory Committee's research helped the Court to determine that, in adopting the Uniform Bar Examination, Maryland bar applicants would continue to be required to pass an examination of sufficient rigor that assures their competency to practice law."

"The Court is grateful for the Advisory Committee's diligence in examining this issue," said Mary Ellen Barbera, Chief Judge of the Maryland Court of Appeals. "The Uniform Bar Examination, along

with the Maryland law component, will assure that applicants possess the knowledge and skills necessary to practice law in Maryland, plus afford those who pass the exam the portability of transferring their results to other jurisdictions that have also adopted the Uniform Bar Examination."

The Court of Appeals will form a committee to address the subject matter and format of the Maryland component of the UBE and other aspects of implementation of the UBE. The Advisory Committee's report is available on the Maryland Judiciary website (<http://mdcourts.gov/coappeals/ube/pdfs/ubeadvisoryreport.pdf>). Public comments to the report are available at mdcourts.gov/media/news/pdf/ubecomments201711.pdf.

For more information, visit the UBE Advisory Committee's webpage at mdcourts.gov/coappeals/ube.

Michael Hudak nominated to serve as representative to the MSBA Board of Governors

The Young Lawyers Section of the MSBA is pleased to announce that Michael Hudak has been nominated to serve as a Young Lawyers representative to the MSBA Board of Governors (the "Nomination Slate"). Any qualifying young lawyer seeking to file a Petition Against the Nomination Slate shall submit the Petition signed by not less than twenty-five (25) members of the Young Lawyers Section. The Petition Against the Nomination Slate shall be submitted to Jeff Bowman, Chair, Nominating Committee,

MSBA Section of Young Lawyers, 520 West Fayette Street, Baltimore, Maryland 21201. Petitions may also be submitted via email to Angela Munro at amunro@msba.org. The Petition must be received by mail or electronic format on or before January 5, 2018 at 4:30 pm. If no Petitions are received by the deadline, the Nomination Slate shall be elected. If you have any questions, please contact either Jeff Bowman at (410) 268-2255 or Angela Munro at (410) 685-7878 ext. 3016.



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Would like to THANK our supporters, funders, sponsors, partners, and volunteers for a fantastic 2017! With your continued support, we have impacted the lives of thousands across the state.

2017 HIGHLIGHTS...

PBRC trained over **850** volunteer attorneys, legal services providers, law students, and other advocates to engage in pro bono legal work.

We started our newsletter "**Pro Bono Pulse**" (sign up on our website probonomd.org).

Maryland.FreeLegalAnswers.Org celebrated its one year anniversary, answering over **300** client questions.

We held our **largest Partners for Justice Conference in 10 years** with keynote Dean Strang, Esq. from Netflix's *Making a Murderer* series.

TENANT VOLUNTEER LAWYER OF THE DAY PROGRAM

PBRC initiated the Tenant Volunteer Lawyer of the Day Program to help Baltimore City residents with rent court legal services.

- Assisted over **526** individuals in Baltimore City Rent Court in CY17!
- Over **178** tenants received FREE, day-of-court legal representation from the Program and its dedicated volunteer attorneys.
- **74%** of tenants had their evictions delayed or halted due to representation through the Program.

CONSUMER PROTECTION PROJECT

- PBRC's courthouse clinics, helped **331** clients with consumer issues in Baltimore City and Prince George's County.
- Consumer Protection clients prevailed **97%** of the time.

HOME PRESERVATION PROJECT

Our Director of the Home Preservation Project, **Margaret Henn, Esq.** was awarded the **Maryland Legal Services Corporation's Rising Star Award**.

- Volunteer attorneys provided **409** different legal consults at community clinics
- **49%** of clients attending the 2017 Tax Sale Prevention Clinics avoided tax sale.
- Volunteer attorneys prepared over **300** estate planning documents for Baltimore City seniors.

UNACCOMPANIED CHILDREN PRO BONO PROJECT

- Helped more than **155** children get a crucial step closer to winning their immigration cases.
- **95** children received brief legal advice from volunteers offering consults at the Baltimore Immigration Court or community clinics.
- **76%** of children receiving consults had valid claims to remain safely in the United States, offering them hope for the first time.

PRO BONO FAMILY MEDIATION PROJECT

- Provided FREE legal advice and mediation services in circuit court custody cases in CY17.
- Together, volunteer attorneys and mediators in the project donated over **75** hours of their time, amounting to over **\$17,000** worth of FREE legal services

As the designated pro bono arm of the Maryland State Bar Association, PBRC plays a unique role as the support, training and advocacy center for pro bono activities.

Want to know more about our volunteer and training opportunities?



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2018 MSBA Legislative Preview

By Richard A. Montgomery III

Introduction

Just let Maryland go on being Maryland. That is my one wish for the 2018 Maryland General Assembly session. That's it.

More than I've ever seen, daily reports concerning federal government activity seem to range from extreme drama and near-chaos. Currently (as of this writing), there are rapidly changing measures before both chambers of Congress proposing tax reform or tax cuts, depending upon who's speaking, and hints of yet another pass at health care reform. And then there's perhaps the most controversial proposed Executive administrative action in recent memory - with the rescission of the FCC's "net neutrality" rules, moving closer to becoming reality.

As a result, state and local governments across the nation must be prepared to respond nimbly, yet decisively in cases where functionally non-preemptive federal policies differ dramatically from policies and goals of the respective states and locales. Such an endeavor is somewhat more complicated in states like Maryland where there is a "citizen" (as opposed to a full-time) legislature.

To ensure our members are apprised in realtime about the status of legislative activity, MSBA will move to a new legislative tracking and reporting platform, TrackBill, which will provide up-to-the-minute bill status information on all bills the MSBA is acting upon. That information will be available on a new Legislative Activity Center on the MSBA website.

Despite the simultaneous turmoil/gridlock on Capitol Hill, and the fact that 2018 is an election year, I have the utmost confidence that the Maryland General Assembly remained focused on the policy matters at-hand and have a productive Session.

Election 2018

In 2018, not only are the Governor, Attorney General, Comptroller, and the entire General Assembly up for election, next year will mark the most closely watched Congressional mid-term

election for quite some time.

As of this writing, the fields for each of the statewide offices are reasonably manageable. In fact, it is so early that many certain candidates have not filed for their intended offices. The General Election will be held on November 8, 2018.

Governor Republican

Not surprisingly, given his high job approval ratings throughout his term, Governor Larry Hogan will not have a primary election challenger. In fact, at one point during the summer of 2017, Gov. Hogan had the 2nd highest approval rating of any governor in the nation (62% overall, 82% among Republicans), behind Gov. Charlie Baker of Massachusetts. Oddly, Baker is also a Republican governor in a heavily Democratic state.

Interestingly, in the September 2017 Goucher College poll that found that Governor Hogan held an 82% approval rating among Maryland Republicans, 20% of those Republicans polled felt that Governor Hogan was "putting too much distance" between himself and President Trump. Yet, one could deduce that it is that very distance that has preserved the Governor's favorable ratings among non-Republicans polled.

Democratic

On the Democratic side the following individuals have declared their candidacies:

- Rushern Baker, Prince George's Co. Executive
- Sen. Richard Madaleno, Montgomery Co.
- Benjamin Jealous, former CEO and President of the NAACP
- Kevin Kamenetz, Baltimore County Executive
- Maya Rokey Moore Cummings, policy consultant and spouse of MD Congressman Elijah Cummings
- Alec Ross, tech entrepreneur and former adviser to Sec. of State Hillary Clinton
- Jim Shea, Baltimore at-

- torney
- Krishanti Vignarajah, former Policy Director to former First Lady Michelle Obama.

At this stage, it is far too early to make any sort of prediction as to which candidates will emerge as frontrunners going into the June 26, 2018, Primary Election.

Attorney General

At this point, no candidates have filed. However, Attorney General Brian Frosh is expected to run as a heavy favorite for reelection,

unless he should choose to run for Governor instead.

Comptroller

Democratic incumbent Peter Franchot has filed for reelection, where he will be challenged on the Republican side by Anjali Reed Phukan, an auditor with the Maryland State Lottery. They are the sole entrants at this point.

State Budget

It dawned on me recently that in past years I have devoted too much time in this space to fluctuating State revenue estimates,



MSBA President's Letter

December 15, 2017

Dear MSBA Members:

On January 10, 2018, the 438th Session of the Maryland General Assembly will convene. While 2018 is an election year, the Legislature has no shortage of pressing matters in Annapolis to keep their attention.

The Legislature will return with a more positive budgetary forecast than in many years. However, there remains a projected structural operating budget deficit that will force difficult choices in providing services to the citizens of Maryland. Additionally, any changes in federal funding may force the General Assembly to make unforeseen adjustments to affordability assessments.

As always, the MSBA Legislative Office and the MSBA Committee on Laws will monitor all legislation for any potential impact upon the administration of justice and the practice of law. The Committee on Laws will make position recommendations (support, support with amendments, oppose, or monitor) to the MSBA Board of Governors.

There are several key issues of interest to our members. They include:

- Continuation of Bail Reform
- Addressing the Opioid Epidemic in Maryland
- Curtailing Parental Rights of Rapists
- Sexual Assault and Sexual Harassment
- Public Defender Staffing Levels
- Contested Judicial Elections
- Stemming Violence in Baltimore City

In addition, two legislative task forces with MSBA representatives are expected to recommend legislation for 2018 - the Tax Sales Task Force (Michael Cantrell), and the Long-Term Care Educations & Planning Task Force (Morris Klein). The MSBA will play an active role in any legislation resulting from those task forces.

Should you have any questions concerning legislative issues, or MSBA positions on bills, please contact our Legislative Director, Richard Montgomery at (410) 269-6464, or richard@msba.org.

Sincerely,

Sara H. Arthur
President

possible threats to federal funding, and various other budget worries that I read about in the General Assembly's Spending Affordability Report. I'm willing to bet that if you ask members of the Budget Committees, Senate Budget & Taxation, and House Appropriations (House Ways & Means handles taxation matters in the House), they'll tell you that there's no such thing as a "good" budget year - only varying degrees of bad budget years.

In any case, I did check the latest estimate for the structural

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LEGISLATIVE...Page 8

operating budget deficit going into the 2018 legislative session. That figure stands at \$380 million. At least once in the last decade, that figure stood near \$1 billion. So, generally speaking, if you hear that the State has a persistent structural deficit, but that number is under \$500 million, things could be worse.

Additionally, in each Legislative Preview, I try to bring attention to a more obscure aspect of Maryland's budget process that is rarely seen outside of Annapolis. Because not all policy actions come in the form of an actual "garden variety" bill, it's important to be aware of the fact that the General Assembly can issue directives to the Judiciary, or to Executive Branch agencies that do not appear anywhere in the statute.

Joint Chairmen's Report (JCR)

One of my goals in each year's Legislative Preview is to give the

reader a bit of "inside baseball," by explaining some facet of the legislative landscape in Annapolis that even somewhat regular followers of legislation may not know.

Last year I devoted that effort to a brief explanation of the Budget and Reconciliation and Financing Act – The "BRFA" (pronounced 'Burfa'). This year, there are two issues of interest to the legal community that appear in what is known as the Joint Chairmen's* Report (JCR). The JCR is a document issued by the Chairmen of the Senate Budget & Taxation Committee and the House Appropriations Committee (*one of these days, the gender designation will disappear), and published by the Department of Legislative Services. The JCR covers every budgetary action, large and small, and gives a brief explanation of every budget cut, or suggested action to either the Executive Branch Agency or the Judiciary.

Below are the two JCR items

expected to take place during 2017 Session budget deliberations, to which I will direct your attention.

Item 1. Impact of Bail Rule

During the 2017 General Assembly session, the MSBA's most pressing legislative activity in the area of criminal law was the preservation of the Court of Appeals' newly-crafted Rule 4-216.1, which was to have a delayed effective date of July 1, 2017, instead of new legislation. It is a basic tenet of the MSBA's advocacy in Annapolis that while the legislative and judicial branches share jurisdiction over the court system, there are certain processes of court governance that are best left to the Judiciary.

Please note the concerns of the Budget Committees going forward. Answers to Budget Committee questions and concerns have a strong impact on future actions by the General Assembly. When the General Assembly adjourned

in April, their belief that the key indicator of the effectiveness of the new rule would lie in the "failure to appear rate" (FTA) under the new rule. (see the highlighted next-to-last bullet) While I have not seen the Judiciary's formal response on this point, my understanding is that the FTA rate under the new rule is favorable to assessing the effectiveness of the new rule. As a result, the General Assembly may be favorably inclined to allow the rule to stand, and not attempt to displace the rule with new legislation superseding the rule.

Preservation of Rule 4-216.1 will remain a top priority of the MSBA during the 2018 Session.

From the Joint Chairmen's Report (JCR):

Italicized passages are from the actual JCR Report. (Bold added).

1. Judiciary of Maryland

"Committee Narrative: Impact of Changes to Pretrial Re-

lease Rules:

The committees are interested in the impact of recent changes to the Maryland Rules regarding the pretrial release and the use of cash bail across the State. As the General Assembly continues to consider statutory changes to the pretrial system, it will be especially important to understand the impact of the decreased utilization of cash bail likely to occur under the new rule. Therefore, the committees request a report on the implementation of the new rule from its effective date, July 1, 2017, to September 30, 2017. The report should provide an update on pretrial release practices, including any guidance on the new rule issued by the Judiciary, a preliminary evaluation of the rule's impact on reducing the number of individuals held because they cannot afford to pay their set bail, an explanation of how affordable bail amounts are determined for

See Legislative Page 10

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LEGISLATIVE...Page 9

individual defendants, and recommendations for General Assembly action that would be beneficial to the implementation of the new rule. In addition, the Judiciary should provide the following data with the report:

- *a statewide accounting, by month and jurisdiction, of all pretrial dispositions from July 2016 to September 2017, including the number of defendants, held on cash bail, released without conditions or on recognizance, released with nonmonetary conditions, and held without bail;*
- *failure to appear rates from July 2016 to September 2017 by jurisdiction; and*
- *the number and percentage of defendants held in custody more than five days after a bail is set from July 2017 to September 2017."*

Staffing Levels

There is a widespread notion outside of Annapolis that all the Budget Committees do is go "budget cut crazy." Sometimes it feels that way, but it really isn't true. While the General Assembly can cut from, but can never add money to an Agency's appropriation, there are times when the Budget Committees send notice to the Governor that they believe an Agency is being underfunded in certain areas. In the example below, the Budget Committees are expressing concern that attorneys at OPD are "performing an increasing number of functions that should be performed by non-attorney support staff.

2. Office of the Public Defender *Committee Narrative: Attorney Work Functions and Agency Staffing:*

The committees are concerned about the impact of support staff shortages in the Office of the Public Defender (OPD) and the

potential impact of understaffing on attorney workloads. While the committees are already aware that attorneys perform case-related functions that could be assigned to support staff if they were available, including intake, investigations, and general research, the committees would like more information on other support functions attorneys might be required to conduct in understaffed offices. Therefore, the committees request that OPD submit a report detailing any non-managerial, non-case related functions performed by agency attorneys. The report should detail what non-case functions are being performed by attorneys, identify the jurisdictions, and estimate the amount of time attorneys have to devote to non-case functions.

Vetoed Bill – Paid Family Sick Leave

In the Chambers of the State House, nothing gets the party started at the beginning of a Session

See Legislative Page 11

Item 2. Office of the Public Defender (OPD) – Agency

LAWYERS IN THE MARYLAND GENERAL ASSEMBLY

SENATE OF MARYLAND (10). Senate President Thomas V. Mike Miller, Jr. (D), Calvert & Prince George's Counties; Susan C. Lee (D), Montgomery County; H. Wayne Norman (R), Harford County; Bob Cassilly (R), Cecil & Harford Counties; Brian J. Feldman (D), Montgomery County; Robert A. Zirkin (D), Baltimore County; Joseph Getty (R), Baltimore & Carroll Counties; Victor Ramirez (D), Prince George's County; Roger Manno (D), Montgomery County; Bill Ferguson (D), Baltimore City.

HOUSE OF DELEGATES (34). Jason Buckel (R), Allegany County; Brett Wilson (R), Washington County; Haven Shoemaker (R), Baltimore & Carroll Counties; Christian Miele (R), Baltimore County; Trent Kittleman (R), Howard County; Robert Flanagan (R), Carroll County; Dana Stein (D), Baltimore County; Frank S. Turner (D), Howard County; Vanessa Atterbeary (D), Howard County; Kathleen M. Dumais (D), Montgomery County; C. William Frick (D), Montgomery County; Marc Korman (D), Montgomery County; Jeff Waldstreicher (D), Montgomery County; Marice I. Morales (D), Montgomery County; David Moon (D), Montgomery County; Ben Barnes (D), Anne Arundel & Prince George's Counties; Joseline A. Pena-Melnick (D), Anne Arundel & Prince George's Counties; Geraldine Valentino-Smith (D), Prince George's County; Joseph F. Vallario (D), Prince George's County; Erek Barron (D), Prince George's County; Angela Angel (D), Prince George's County; C.T. Wilson (D), Charles County; Michael Malone (R), Anne Arundel County; Susan K. McComas (R), Harford County; Johnny Mautz (R), Caroline, Dorchester, Talbot & Wicomico Counties; Krill Reznik (D), Montgomery County; Samuel I. Rosenberg (D), Baltimore City; Stephen W. Lafferty (D), Baltimore County; Chris West (R), Baltimore County; Curt Anderson (D), Baltimore City; Keith Haynes (D), Baltimore City; Charles E. Sydnor, (D), Baltimore City & Baltimore County; Luke Clippinger (D), Baltimore City; Brooke Lierman (D), Baltimore City.

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faster than a veto override. In terms of order of procedure, one of the very first Agenda items is Bills Vetoed by the Governor. Governors and their legislative staff go into 'battle stations' mode to preserve. In fact, there are few things that a Governor hates more than having a veto overridden by the General Assembly. A veto override by the General Assembly, especially on a high-profile piece of legislation, is regarded by a governor as an act of war, irrespective of whether the Governor is a Republican or a Democrat.

In 2017, after several unsuccessful attempts, the General Assembly passed House Bill 1 - Labor and Employment – Maryland Healthy Working Families Act, otherwise known as that Paid Family Sick Leave bill. The bill passed by "veto-proof" majorities in both the Senate and House. After 90 days of sparring between Governor Hogan and the Democratic leadership, the legislature passed a bill that provided for 5 mandatory paid sick leave days to be provided by employers that have 15 or more employees. The Governor felt that provisions of the bill were unduly burdensome to small businesses. During the Session, the Governor had proposed a 50 employee threshold, but that offer was rejected by the General Assembly.

On November 27, 2017, Governor Hogan offered to introduce his own "compromise" Paid Family Sick Leave bill as a featured measure in his 2018 legislative package, in exchange for the General Assembly not overriding his veto of the 2017 bill. The Legislative Leadership has signaled that it intends to decline the Governor's offer and proceed with a plan to override his veto of House Bill 1. So, after all the Opening Week greetings and handshakes, the sausage-making will begin.

Violence in Baltimore City

As is constantly reported in the news, Baltimore City, in 2017, is having a year of seemingly unprecedented violence. The city has exceeded 300 murders in each of the past three years. Violence in the city has taken its toll on tourism. Aside from murder, other violent crimes, such as carjacking, armed robberies, and aggravated assaults

are on the rise.

The Mayor's Office, the Greater Baltimore Committee, and the Baltimore City Police are expected to work closely with the Baltimore City Delegation and Legislative Leadership to devise new legislative strategies to stem the rising tide of violence, which continues to tarnish Baltimore's reputation, locally and nationally.

Net Neutrality

Perhaps the fiercest looming battle between the federal government and the states will be over the Trump administration's Federal Communications Commission (FCC) decision to rescind Obama-era rules governing so-called "net neutrality." Net neutrality is the concept that internet service providers (ISPs) are required to give consumers equal access to all online content, and may not create "fast" and "slow" lanes of internet traffic, by way of creating "basic" and "premium" speeds and access to the internet. The FCC is scheduled to vote (at about the time this article will appear) to eliminate the current rule, which the Obama administration instituted in lieu of seeking Congressional statutory support.

FCC Chairman Ajit Pai recently stated that the rescission of the current net neutrality rule will ensure that "the federal government will stop micromanaging the internet." Pai went on to state that the FCC will go to great lengths to ensure that state and local governments cannot enact their own internet regulatory schemes that run counter to new FCC rules. Several states, most notably New York and California, have expressed an intent to pursue action through the courts (with others likely to follow) if the FCC proceeds with the proposed new rules.

Despite Chairman Pai's pronouncement, the federal preemption with respect to internet governance will prevail, I fully expect that there will be at least a few pieces of legislation introduced during the 2018 session aimed at preserving equal access to the internet for all Maryland residents.

In all likelihood, the widespread state and local opposition to the impending shift in internet

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KEY DATES IN THE 2018 GENERAL ASSEMBLY

JANUARY

- 10 **GENERAL ASSEMBLY CONVENES** (*noon, Wednesday*)
- 17 Final date for Governor to introduce budget bill
- 17 Final date for the Governor to introduce capital budget bill
- 19 *10th Day* — Final date for submission of Executive Orders reorganizing the Executive Branch of State Government; either Chamber may disapprove by resolution within 50 days
- 22 *13th Day* — Administration bills introduced in the Senate after this date referred to Senate Rules Committee.
- 23 *14th Day* — **SENATE AND HOUSE BILL REQUEST GUARANTEE DATE**
- 24 *15th Day* — Final date for introduction of Governor's Salary Commission, General Assembly Compensation Commission, and Judicial Compensation Commission recommendations. Legislative action must be taken within 50 days after introduction of the joint resolutions of the Governor's Salary Commission and the Judicial Compensation Commission.
- 31 Governor delivers the State of the State Address (*noon*)

FEBRUARY

- 5 *27th Day* — **SENATE BILL INTRODUCTION DATE**
Senate bills introduced after this date referred to the Senate Rules Committee
- 8 Day before House Bill Introduction Date; "Hopper" will close at 5:00 P.M.
- 9 *31st Day* — **HOUSE BILL INTRODUCTION DATE**
House bills introduced after this date referred to the House Rules and Executive Nominations Committee
- 18 *40th Day* — "Green Bag" appointments submitted by Governor (*Delivered on Friday, February 16*)

MARCH

- 5 *55th Day* — Final date for introduction of bills without suspension of Rules
- 13 *63rd Day* — Committee Reporting Courtesy Date
Each Chamber's committees to report their own bills by this date
- 19 *69th Day* — Opposite Chamber Bill Crossover Date
Each Chamber to send to other Chamber those bills it intends to pass favorably
Opposite Chamber bills received after this date subject to referral to Rules Committees (Senate Rule 32(c), House Courtesy Date)

APRIL

- 2 *83rd Day* — Budget bill to be passed by both Chambers
- 9 *90th Day* — **ADJOURNMENT "SINE DIE"** (*Monday*)

MAY

- 9 Final date for an extended session (*Wednesday*)

LEGISLATIVE...Page 11

regulation by the FCC is likely to end up in court very quickly.

Rape Survivor Family Protection Act

For nearly a decade, legislation has been introduced before the General Assembly which sought to establish a hearing process for terminating the parental rights of rapists. In each instance, the legislation has died. For two of those years, 2015 and 2016, the MSBA opposed the bill on the basis of certain due process concerns. Because the bill did not require a rape conviction or even the filing of criminal charges, the MSBA had concerns about a hearing process that employed a civil preponderance of the evidence standard of proof and did not contain an expressed statute of limitations.

During the summer of 2016, the MSBA worked with the lead Sponsor of the bill, Del. Kathleen Dumais, as well as the sexual assault victims advocacy community, to reach agreement on a revised version of the bill. The MSBA supported the Rape Survivor legislation in 2017, which died in Conference Committee, in the waning hours of the session.

Going into the 2018 Session, Senate President Mike Miller has stated that the Rape Survivor bill will be among his top priorities, which meshes nicely with the support already expressed by House Speaker Michael Busch. Given that level of early support from the Presiding Officers, 2018 should finally be the year of passage for this legislation.

Contested Judicial Elections

Among the many Constitutional Amendments likely to be introduced this upcoming election year will be measures

to eliminate contested elections for circuit court judgeships. For nearly three decades, the MSBA has supported the elimination of contested judicial elections, in favor of a retention election system, such as that which applies to District Court and appellate judges in the State.

Judicial Performance Reviews

Several recent news articles have highlighted public reaction to undesirable judicial conduct from the bench and led to call for a new, "transparent" evaluation and disciplinary process for judges in Maryland. At least one of the news accounts cited the length of circuit court judicial terms (15 years) and appointed District Court term (10 years) as an added reason for a formal, periodic evaluation system. The most recent article, which appeared in the Baltimore Sun, stated that 17 states and the District of Columbia have systems in place for periodic performance reviews of judges.

The general public is largely unaware of the existence and function of the Commission on Judicial Disabilities (perhaps the name is misleading to most). The same could be said for much of the legislature. The MSBA will closely monitor any legislative discussions concerning judicial performance reviews and work closely with the Maryland Judiciary, partnering in any educational activities that may be developed to address the current awareness gap.

Gun Control

While the MSBA generally does not become actively involved in matters relating to gun regulation, it is important to address the likelihood of significant legislative activity in 2018 relating to the subject. With two recent mass shootings reigniting the debate over access to certain

types of firearms, who may possess them, and the legality of firearm modifications, the General Assembly is almost certain to revisit this familiar debate.

Maryland Assault Weapons Ban

On Monday, November 27, 2017, the U.S. Supreme Court declined to review or comment upon the U. S. Court of Appeals for the 4th Circuit's decision which upheld the constitutionality of Maryland's 2013 law banning military-style assault weapons, and high capacity magazines.

In declining to hear the appeal of the gun-rights advocates, the court did not delve into the merits of the arguments of any of the parties to the appeal.

Now that judicial redress has been forestalled, it is possible that gun-rights advocates may seek legislation to undo the 2013 law. However, recent high-profile, rifle-related mass shootings may lead the advocates to wait until 2019.

Mass Shootings

The shootings at the Mandalay Bay Hotel in Las Vegas, and at the First Baptist Church in Sutherland, Texas, and the ensuing news accounts, sparked familiar discussion involving eligibility for gun ownership, personal limits on the number of firearms owned, the shortcoming of gun-related registries, and what types of modifications to a firearm should be permitted. The Las Vegas incident introduced much of the world to the term "bump stock," a replacement stock that when attached to a semi-automatic rifle, allows the gun to perform more like a fully-automatic rifle. In the Mandalay Bay event, 58 concertgoers were killed, and approximately 500 others were injured. After the Sutherland mass shooting, in which 26 were killed, and

20 others injured, it was determined that the perpetrator should never have been eligible to have purchased the weapons he used in his crimes, based upon his court-martial and "bad conduct" discharge from the Air Force for assaulting his wife and child. Unfortunately, in this instance, the circumstances of the shooter's discharge were never conveyed from the Air Force to the FBI. Had the information been entered into the FBI background check database, theoretically, he would not have been able to legally purchase the military-style rifle used to carry out his assault on the church.

In reaction to the Las Vegas shooting, which involved a high-powered rifle, modified with a "bump stock," several legislators have expressed interest in banning that rifle modification part in Maryland.

Court Decisions: *Wrenn v District of Columbia* and *Matthew Grace and Pink Pistols v. District of Columbia*

Additionally, in July 2017, the U.S. Court of Appeals for the District of Columbia invalidated significant provisions of the District of Columbia's handgun law that required a registered owner of a handgun have a "special need" to carry a handgun outside the home. Those provisions are remarkably similar to Maryland's concealed-carry law, so it will be interesting to see if the legislature attempts to forestall court challenge by amending the State's concealed-carry statute.

Historically, the Democratically-controlled General Assembly has been strongly pro-gun control. However, Republican Governor Larry Hogan has been opposed to extending regulation of firearms in Maryland. The Governor has stated that he would vow to uphold laws currently on the books. It will be interesting to see how the political dynamics of any new gun control legislation play out in a gubernatorial election year.

Task Force Legislation

The MSBA had representation on two Task Forces that were created by 2017 legislation. On the Task Force on Tax Sales in Maryland, the MSBA was represented by Michael Cantrell, and on the Task Force on Long-Term Care Education and Planning, the MSBA was represented by Morris Klein.

Other Subjects to follow this upcoming year include: Opioid-related education and Treatment Funding; Task Force on Exoneration; Sexual Assault; Sexual Harassment in the Workplace; Judicial Compensation; Attorney's Fees in Cases of Violation of a Constitutional Right; Elective Share; and, Cameras in the Courtroom.

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See *Legislative* Page 16

By Andrea Terry

The MSBA is pleased to announce that it is partnering with the **Business Learning Institute (BLI)** to offer professional development courses. These “soft” skill professional skill trainings may not qualify for CLE credit with surrounding MCLE states, but will hopefully help our lawyers continue to thrive at whatever stage of their career they find themselves. Early offerings will address developing executive presence, communication skills, and the art and discipline of getting things done. See the calendar below for details and keep an eye on the MSBA website msba.inreachce.com for all upcoming live programs.

LIVE IN-PERSON & LIVE WEBCASTS

- **DECEMBER 15, 2017.** *Recent Developments in Estate Administration with Allan Gibber.* Columbia, MD. Registration is open.
- **JANUARY 25, 2018.** *Communications with Executive Presence for Business Success.* In partnership with Business Learning Institute

(BLI). Columbia, MD. Registration is open.

- **MARCH 22, 2018.** *Fiduciary Litigation: Contesting and Defending Wills, Trusts, and Inter Vivos Transfers.* Columbia, MD. Registration opening soon.

- **MARCH 28, 2018.** *Introduction to Big Data.* In partnership with Business Learning Institute (BLI). Columbia, MD. Registration opening soon.

- **MARCH 29, 2018.** *Special Needs Trusts with POMs Update.* Columbia, MD. Registration opening soon.

- **APRIL 18, 2018.** *Employment Law Institute.* Columbia, MD. Registration opening soon.

- **APRIL 19, 2018.** *2018 Advanced Business Law Institute.* Columbia, MD. Registration opening soon.

- **APRIL 27, 2018.** *Ethics: 50 Shades of Gray.* In partnership with Business Learning Institute (BLI). Columbia, MD. Registration opening soon.

- **MAY 9, 2018.** *Practical Approaches to Guardianship.* Columbia,

MD. Registration opening soon.

- **MAY 10, 2018.** *2018 Hot Tips in Workers' Compensation.* Columbia, MD. Registration opening soon.

- **MAY 24, 2018.** *Make it Happen! The Art of Discipline and Getting Things Done.* In partnership with Business Learning Institute (BLI). Columbia, MD. Registration is open.

- **JUNE 21, 2018.** *2018 Hot Topics in Elder Law.* Columbia, MD. Registration opening soon.

NEW ONLINE, ON-DEMAND

- *22017 Advanced Business Law Institute*

- *Veterans Affairs Benefits: The Old, The New, The Unknown*

- *2017 Land Use Institute*

- *2017 Hot Tips in Workers' Compensation*

- *Immigration Practice in the Trump Era*

- *2017 Advanced Estate Planning Institute*

- *Medical Assistance (MA) Long Term Services and Supports Eligibility*

See CLE Page 19

NEW PUBLICATION UPDATES —NOW AVAILABLE

GIBBER ON ESTATE ADMINISTRATION 6TH EDITION

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(late December 2017)

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Allan J. Gibber, Esq.

For over three decades, Gibber on Estate Administration has been the Bible for lawyers with problems involving estates of decedents, and is the most sought-after and definitive book on Maryland estate administration. This practical guide addresses non-legal as well as legal considerations and includes:

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- Relevant case history
- Relevant opinions of the Attorney General
- Comments on legislative activity where needed
- Reference citations when including full text would be cumbersome

The NEW 6TH Edition significantly expands the treatise with thorough references to new case law and statutory amendments through 2017. The revised text also reflects new rates and statutory amounts, and includes new and updated samples of all the official forms throughout the volume.

Gibber's NEW 6th Edition is an indispensable resource for the bar, the bench, and the Registers of Wills of this state, and will guide you to being a better estate attorney.

“... an authoritative treatise, a comprehensive checklist, a helpful

See Publications Page 19

MSBA LAWYER ASSISTANCE PROGRAM WELLNESS TIPSHEET

Being Successful and Feeling Good About Yourself

There is No Such Thing as Failure

By Lisa Caplan

I often hear from my clients that they have let themselves down or have failed, and don't want to try again because they might fail again. Reframing how we look at “failure” helps us feel better about ourselves and be more successful. If you are afraid to fail, then you might as well give up before you even begin, because the only people who don't make mistakes are those who don't do anything. How you handle mistakes is more important, and it only becomes a “failure” if you stop trying until you succeed. Taking risk and believing in yourself will not only help build your self-esteem, but can also lead

to success in life.

To help you put this in perspective, here are a few extremely successful people who failed before they became successful:

- Walt Disney was fired from the Kansas City Star because his editor felt he “lacked imagination and had no good ideas.” He continued to fail several more times before he was successful.
- Oprah Winfrey was publicly fired from her first television job as an anchor in Baltimore for getting “too emotionally invested in her stories.”

And the list goes on and on.

Steps To Being Successful And Feeling Good About Yourself

1. Ask yourself what you want in life. If you don't ask yourself this question, then you won't know what steps to take to get there. Break it down. Look at short and long-term goals. Come up with steps you need to get there. Do not overwhelm yourself; pick one goal and then determine what is your first step.

2. Live with intent. Don't just get caught up in life. Make sure you know why you are doing what you are doing. Actively ask yourself, “Why am I doing this?”

3. See the forest through the trees. Ask yourself, what is the big picture? What are you trying to accomplish? If you know what you want to accomplish, then you

can build a plan and develop steps to help you accomplish your goal.

4. Be gentle with yourself. How we speak to ourselves has a huge impact on our self-worth and therefore our courage to try new things. Think of how you would speak to a friend trying to accomplish something new. I'm pretty sure you wouldn't say, “you will never succeed”, “you're not smart enough,” or “you will just fail again.” If you speak to your friends like this, you wouldn't have too many friends. Often, this is how we speak to ourselves. We can be very harsh and critical, and this is very damaging. So, the next time you are “talking” to yourself think, “how would I talk to a friend?”

5. Be prepared to fail. Failing is how you learn; improve and then move forward differently. Look at failing as part of the process, and not as something negative.

6. Don't forget about self-care. Self-care is important in every aspect of your life. If you aren't taking care of yourself it will catch up with you and you won't be able to take care of anything or anyone else. Self-care can include: exercise, eating healthy, decompressing, healthy sleep habits, family time, etc.

7. Take a healthy risk. Playing it safe usually won't get you too far. Take a risk and put yourself out there. Discuss your ideas with people you trust, do your research

See Successful Page 18

Upcoming Practice Dojo Webinars



Join MSBA's Law Office Management Assistance program on the 2nd and 4th Wednesday of each month from 2-3 p.m. for our **Practice Dojo Series**. The series covers a wide array of topics, from practice management and marketing to work-life balance and technology. Speakers are ABA published authors and thought leaders who bring their passion and expertise to the MSBA. Each presentation will also be recorded and become available to members online.

JANUARY 8

Microsoft Office 365: Improve your Firm's Collaboration and Productivity
Catherine Sanders Reach

JANUARY 10

Getting Over Career Humps
Becky Castro

JANUARY 24

Evernote: How to Use it to Improve Your Practice Workflows and Processes
Heidi Alexander

FEBRUARY 14

What to Look for in Malpractice Insurance
JoAnne Hathaway

For more information, contact
Charity Anastasio canastasio@msba.org

THE BUSINESS OF LAW

2018 Online Action Plan

By Charity Anastasio

Law Office Management Assistance hosted two programs this December: Starting Your Law Practice (an all-day seminar on nuts and bolts of getting started) and Legal Connect with Google (a workshop about improving your online presence to get more clients). The former was recorded and will appear in the CLE store soon.

The latter was in partnership with Mockingbird Marketing and Google, and was a wonderful foray into current search engine optimization

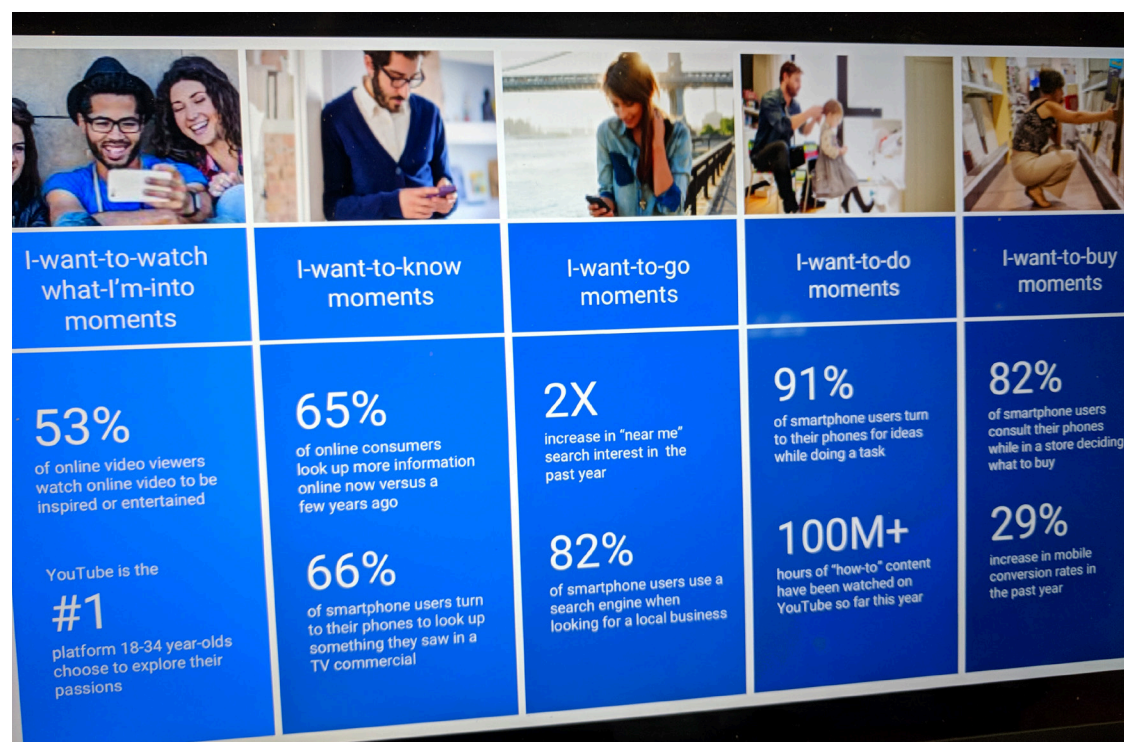
to build them takes good content, and then requires PR to promote that site.

Make the site mobile friendly. For a complete diagnostic on the speed and mobile readability of a page, put it in the Google website <https://testmysite.thinkwithgoogle.com/intl/en-us>. Get a report one can act on to fix a specific list of things. Test major competitor pages also, to get the lay of the land.

SSL encryption will soon become necessary and Google will highlight missing certificates in red on search results. Go to <https://>

Check the robots.txt file on the site to see what the robot spiders see when they scan the website. There should not be duplicate pages. There should be helpful metadata that describes each page to the robots. There should be one title per page. Learn more about robots.txt files and how to test them here: <https://support.google.com/webmasters/answer/6062608?hl=en>.

Google AdWords are becoming very expensive and many buy wasted ad space. There are two AdWords every firm should bid on though, to protect it: The owner's name and the



tion (SEO), Google AdWords, and ways to generate business. Here is a short list of action items to improve your firm's website performance and get more clients:

Place your NAME, ADDRESS, and PHONE NUMBER (NAP) in a footer on every page of the website. If the firm has multiple locations, every location should be listed in the footer.

In addition to the standard homepage and contact us page, make a separate webpage for every lawyer in the firm, every practice area, and every location.

A resources page or blog is a good place to have links to other important sites, and invite others to link to this page, establishing yourself as an authority. Those links are very good for SEO rankings, but

letsencrypt.org for a free certificate.

Open a Google search bar and type yoursite.com to find out how many pages Google thinks you have. Go through every single one of them to make sure they are legitimate. Get rid of poorly performing pages. This will automatically improve performance of other pages.

If there is something weird in the site.name.com search (a movie being sold in China for example) it means the site has been hacked. Check this even if the site is managed by another and take action if a hack is identified. Google will not send people to a site that has been hacked.

To avoid hacks, use a reputable host. The speakers recommended WP Engine and Flywheel.

law firm name. It should not cost much and if you do not, your competitors may. No one wants to have an ad high in a Google Search that says Don't go to Blank and Blank Firm? We do blank disputes better.

To be successful with Adwords, focus on local searches. 43 percent of clients choose their lawyers based on proximity--they are conveniently located--so bid highest on geographic searches within a mile of the firm location, and less on ones beyond that.

If anyone in your firm is bilingual, capitalize on that advantage. Do website pages that look identical to the English ones, but in the other language. Do AdWords in the other languages. There are few people

See Online Page 17

Tech Resolutions

By Tanya Roberts

It's that time of year again – a good time to check in with your digital device health and set some new habits to set things right in 2018.

1. Update your critical passwords. It's a good time of year to set new passwords for your most critical online accounts such as banking, e-mail, home WiFi, and social media. Read about strong password habits in this article: go.msba.org/bb1217-1. Document your passwords in a safe place and enable Two-Factor Authentication wherever possible.

2. Reset your smartphone passcode, too. And the default passwords on your network devices. And any other smart devices in your home.

3. Make some space on your devices. Archive your photos and videos from your phone, deleting unnecessary ones first. Consider linking to a Dropbox or Google drive account for easy archiving with plenty of free storage space to get you started.

4. Clean up your file folders, especially your desktop, and set a file naming structure for the future. Check out this handy how-to: go.msba.org/bb1217-2.

5. Remove any apps from your phone that you are not using with regularity (for example: Candy Crush, Pokemon Go, or whatever other game that was fun for a few days.) Apps that may not be updated or in use could put you at risk, and we all could use more hard drive space for our next operating system update.

6. Ensure that your computers and smartphones are regularly backed up - and if not, get started! Consider cloud-hosted services from Carbonite, iDrive, Sugar Sync or CrashPlan. Don't get caught without a backup plan! There is nothing worse than being stranded with no back up, and you have far more saved to your home laptop or desktop than you think.

7. Ensure that you have antivirus software on your computer systems that is up-to-date and has been scanning regularly. If you don't, look in to packages from Norton or McAfee - but choose one! Most computers ship with these programs initially, but may need renewal after a couple years.

8. Review your privacy settings on social media. Platforms change these settings from time to time - make sure your intended audience has remained consistent.

9. Clear your inbox, unsubscribe from sales e-mails you don't need, and set up filters for the coming year based on trends. Check out this article about some inbox tools if you need help: go.msba.org/bb1217-3.

10. Empty your virtual recycle bin: ease up on drive space (and improve those new backup plans) by getting rid of data that you no longer need - like unposted selfies and that digital flyer for your niece's graduation from four years ago. It will feel good to unclutter.

11. Get rid of the physical digital clutter: take devices that are

no longer in use to a recycler. Find an e-cycler or contact your local public works department to find out how to get rid of the printer that's been out of ink since 2009. Yes, you really don't need it anymore.

Bonus: Make a new habit and schedule some non-screen time each day. Utilize app settings so that e-mail and notifications are only received at proper times for you. It's challenging, but quite rewarding - though I often make exceptions to use an e-reader or listen to music. Have a great start to the new year!

Do you feel like you did some of this, say, a year ago? Consider this a reminder - this article is an updated version of what was published in January 2017 (go.msba.org/bb1217-4). It's never too late to start fresh!

Keep up to date with MSBA's latest news, features, and events.



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MSBA

Maryland General Assembly

STATE SENATE

SENATOR	DIST.	JURISDICTION
Astle, John C.	30	Anne Arundel
Bates, Gail H.	9	Carroll and Howard
Benson, Joanne C.	24	Prince George's
Brochin, James	42	Baltimore
Cassilly, Robert	34	Harford
Conway, Joan Carter	43	Baltimore City
Currie, Ulysses	25	Prince George's
DeGrange, James E., Sr.	32	Anne Arundel
Eckardt, Adelaide C.	37	Caroline, Dorchester, Talbot, and Wicomico
Edwards, George C.	1	Garrett, Allegany, and Washington
Feldman, Brian J.	15	Montgomery
Ferguson, Bill	46	Baltimore City
Guzzone, Guy	13	Howard
Hershey, Stephen S., Jr.	36	Kent, Queen Anne's, Cecil, and Caroline
Hough, Michael J.	4	Frederick and Carroll
Jennings, J. B.	7	Baltimore and Harford
Kagan, Cheryl C.	17	Montgomery
Kasemeyer, Edward J.	12	Baltimore and Howard
Kelley, Delores G.	10	Baltimore
King, Nancy J.	39	Montgomery
Klausmeier, Katherine	8	Baltimore
Lee, Susan C.	6	Montgomery
Madaleno, Richard S., Jr.	18	Montgomery
Manno, Roger	19	Montgomery
Mathias, James N., Jr.	38	Somerset, Worcester, and Wicomico
McFadden, Nathaniel J.	45	Baltimore City
Middleton, Thomas M.	28	Charles
Miller, Thomas V. Mike, Jr.	27	Prince George's, Charles and Calvert
Muse, C. Anthony	26	Prince George's
Nathan-Pulliam, Shirley	44	Baltimore City and Baltimore
Norman, Wayne	35	Harford and Cecil
Oaks, Nathaniel T.	41	Baltimore City
Peters, Douglas J. J.	23	Prince George's
Pinsky, Paul G.	22	Prince George's
Ramirez, Victor R.	47	Prince George's
Ready, Justin	5	Carroll
Reilly, Edward R.	33	Anne Arundel
Robinson, Barbara	40	Baltimore City
Rosapepe, Jim	21	Prince George's and Anne Arundel
Salling, Johnny Ray	6	Baltimore
Serafini, Andrew A.	2	Washington
Simonaire, Bryan W.	31	Anne Arundel
Smith, William C., Jr.	20	Montgomery
Waugh, Steve	29	Calvert and St. Mary's
Young, Ronald N.	3	Frederick
Zirkin, Bobby A.	11	Baltimore
Zucker, Craig J.	14	Montgomery

HOUSE OF DELEGATES

DELEGATE	DIST.	JURISDICTION	DELEGATE	DIST.	JURISDICTION
Adams, Christopher T.	37B	Caroline, Dorchester, Talbot, and Wicomico	Kittleman, Trent	9A	Howard and Carroll
Afzali, Kathy	4	Frederick and Carroll	Knotts, Tony	26	Prince George's
Ali, Bilal	41	Baltimore City	Korman, Marc	16	Montgomery
Anderson, Curt	43	Baltimore City	Kramer, Benjamin F.	19	Montgomery
Anderton, Carl, Jr.	38B	Wicomico	Krebs, Susan W.	5	Carroll
Angel, Angela	25	Prince George's	Krimm, Carol L.	3A	Frederick
Arentz, Steven J.	36	Kent, Queen Anne's, Cecil, and Caroline	Lafferty, Stephen W.	42A	Baltimore
Atterbeary, Vanessa E.	13	Howard	Lam, Clarence K.	12	Baltimore and Howard
Aumann, Susan L. M.	42B	Baltimore	Lewis, Jazz	24	Prince George's
Barkley, Charles	39	Montgomery	Lewis, Robbyn	46	Baltimore City
Barnes, Ben	21	Prince George's and Anne Arundel	Lierman, Brooke E.	46	Baltimore City
Barnes, Darryl	25	Prince George's	Lisanti, Mary Ann	34A	Harford
Barron, Ereik L.	24	Prince George's	Long, Robert B.	6	Baltimore
Barve, Kumar P.	17	Montgomery	Luedtke, Eric G.	14	Montgomery
Beidle, Pamela	32	Anne Arundel	Malone, Michael E.	33	Anne Arundel
Beitzel, Wendell R.	1A	Garrett and Allegany	Mautz, Johnny	37B	Caroline, Dorchester, Talbot, and Wicomico
Branch, Talmadge	45	Baltimore City	McComas, Susan K.	34B	Harford
Bromwell, Eric M.	8	Baltimore	McConkey, Tony	33	Anne Arundel
Brooks, Benjamin	10	Baltimore	McCray, Cory V.	45	Baltimore City
Buckel, Jason C.	1B	Allegany	McDonough, Pat	7	Baltimore and Harford
Busch, Michael E.	30A	Anne Arundel	McIntosh, Maggie	43	Baltimore City
Carey, Ned	31A	Anne Arundel	McKay, Mike	1C	Allegany and Washington
Carozza, Mary Beth	38C	Wicomico and Worcester	McMillan, Herb	30A	Anne Arundel
Carr, Alfred C., Jr.	18	Montgomery	Metzgar, Ric	6	Baltimore
Cassilly, Andrew	35B	Cecil and Harford	Miele, Christian	8	Baltimore
Chang, Mark S.	32	Anne Arundel	Miller, Aruna	15	Montgomery
Ciliberti, Barrie S.	4	Frederick and Carroll	Miller, Warren E.	9A	Howard and Carroll
Clark, Jerry	29C	Calvert and St. Mary's	Moon, David	20	Montgomery
Clippinger, Luke	46	Baltimore City	Morales, Marice	19	Montgomery
Cluster, Joe	8	Baltimore	Morgan, Matthew	29A	St. Mary's
Conaway, Frank M., Jr.	40	Baltimore City	Morhaim, Dan K.	11	Baltimore
Cullison, Bonnie	19	Montgomery	Mosby, Nick	40	Baltimore City
Davis, Dereck E.	25	Prince George's	Otto, Charles J.	38A	Somerset and Worcester
Dumais, Kathleen M.	15	Montgomery	Parrott, Neil	2A	Washington
Ebersole, Eric	12	Baltimore and Howard	Patterson, Edith J.	28	Charles
Fennell, Diana M.	47A	Prince George's	Pena-Melnyk, Joseline A.	21	Prince George's and Anne Arundel
Fisher, Mark N.	27C	Calvert	Pendergrass, Shane E.	13	Howard
Flanagan, Robert L.	9B	Howard	Platt, Andrew	17	Montgomery
Folden, William G.	3B	Frederick	Proctor, Susie	27A	Charles and Prince George's
Fraser-Hidalgo, David	15	Montgomery	Queen, Pam	14	Montgomery
Frick, C. William	16	Montgomery	Reilly, Teresa E.	35B	Cecil and Harford
Frush, Barbara	21	Prince George's and Anne Arundel	Rey, Deborah C.	29B	St. Mary's
Gaines, Tawanna P.	22	Prince George's	Reznik, Kirill	39	Montgomery
Ghrist, Jefferson L.	36	Kent, Queen Anne's, Cecil, and Caroline	Robinson, Shane	39	Montgomery
Gibson, Angela C.	41	Baltimore City	Rose, April	5	Carroll
Gilchrist, Jim	17	Montgomery	Rosenberg, Samuel I.	41	Baltimore City
Glass, Glen	34A	Harford	Saab, Sid	33	Anne Arundel
Glenn, Cheryl D.	45	Baltimore City	Sample-Hughes, Sheree	37A	Dorchester and Wicomico
Grammer, Robin L., Jr.	6	Baltimore	Sanchez, Carlo	47B	Prince George's
Gutierrez, Ana Sol	18	Montgomery	Shoemaker, Haven	5	Carroll
Hayes, Antonio L.	40	Baltimore City	Simonaire, Meagan C.	31B	Anne Arundel
Haynes, Keith E.	44A	Baltimore City	Sophocleus, Theodore	32	Anne Arundel
Healey, Anne	22	Prince George's	Stein, Dana	11	Baltimore
Hettleman, Shelly	11	Baltimore	Sydnor, Charles E., III	44B	Baltimore
Hill, Terri L.	12	Baltimore and Howard	Szeliga, Kathy	7	Baltimore and Harford
Hixson, Sheila E.	20	Montgomery	Tarlau, Jimmy	47A	Prince George's
Holmes, Marvin E., Jr.	23B	Prince George's	Turner, Frank S.	13	Howard
Hornberger, Kevin B.	35A	Cecil	Valderrama, Kriselda	26	Prince George's
Howard, Carolyn J. B.	24	Prince George's	Valentino-Smith, Geraldine	23A	Prince George's
Howard, Seth A.	30B	Anne Arundel	Vallario, Joseph F., Jr.	23B	Prince George's
Impallaria, Rick	7	Baltimore and Harford	Vogt, David E., III	4	Frederick and Carroll
Jackson, Michael A.	27B	Calvert and Prince George's	Waldstreicher, Jeff	18	Montgomery
Jacobs, Jay A.	36	Kent, Queen Anne's, Cecil, and Caroline	Walker, Jay	26	Prince George's
Jalisi, Jay	10	Baltimore	Washington, Alonzo T.	22	Prince George's
Jameson, Sally	28	Charles	Washington, Mary L.	43	Baltimore City
Jones, Adrienne A.	10	Baltimore	West, Chris	42B	Baltimore
Kaiser, Anne R.	14	Montgomery	Wilkins, Jheanelle K.	20	Montgomery
Kelly, Ariana B.	16	Montgomery	Wilson, C. T.	28	Charles
Kipke, Nicholaus R.	31B	Anne Arundel	Wivell, William J.	2A	Washington
			Young, Karen Lewis	3A	Frederick
			Young, Pat	44B	Baltimore
			To Be Announced	2B	Washington

2018 Family Law Legislative Preview

By Lindsay Parvis

On January 10, the Maryland General Assembly begins its 2018 legislative session. The FJLSC's Legislative Committee actively monitors family law and related legislation, testifies in Annapolis, meets with legislators, and educates Section members about legislative developments.

The following is a brief preview of some anticipated family law and related bills in the 2018 legislative session.

Divorce – Mutual Consent

In the 2015 session, the Legislature enacted a new ground for divorce – Mutual Consent. At present, the Mutual Consent ground (Fam. Law Art., §7-103(8)) is limited to couples who do not have minor children in common. There was an unsuccessful attempt in the 2017 session to eliminate the requirement that both parties appear at the divorce hearing. While this may not be attempted again in 2018, there will be renewed efforts from the 2016 session to expand the ground to all couples. Specifically, to eliminate the requirement that the spouses have no minor children in common. **The FJLSC supported eliminating the exclusion of couples with no minor children in common during the 2016 session.**

§7-103(8)(ii)(2)'s reference to §8-208 regarding use and possession is an artifact of the original draft

(which did not exclude couples with minor children in common), which may result in a corrective bill or may remain if attempts to expand the ground to include couples with minor children succeed.

Divorce – Adultery

The 2018 session is expected to see two related pieces of legislation from different sponsors regarding adultery: 1) to decriminalize adultery, so it is no longer a misdemeanor; and, 2) to eliminate it as a ground for divorce. On the one hand, eliminating adultery as a ground would not prevent a spouse from raising the circumstances that contributed to the estrangement of the parties, since these are considerations for a monetary award and alimony. Nor would it prevent a parent from raising adultery in a custody case if it resulted in harm to the child. On the other hand, adultery is one of few grounds for divorce that entitle a spouse to file for immediate divorce (without waiting period) and without separation. Eliminating one ground invites consideration of all the grounds and whether an overall is in order. **The FJLSC has not taken a position on these anticipated changes and wants to hear from you about this and any other updates you would like to see to the grounds for divorce. Please send your thoughts to Lindsay Parvis: lparris@draggallaw.com.**

Parenting and Custody

The Commission on Child Custody and Decision-Making drafted a model custody statute, which was introduced in substantially similar form in the 2015 session. It was unsuccessful in the 2012, 2016, and 2017 sessions. A version of the model custody statute is expected to be introduced again in the 2018 session, likely updated to reflect recent legislative and caselaw developments regarding third parties and parent disability in custody cases. **The FJLSC has supported, and continues to support the model statute.**

As ever, legislation proposing a presumption for joint physical and joint legal custody will inevitably be reintroduced this session. **The FJLSC continues to oppose a presumption.**

Marriage

Since 2016, there have been multiple failed attempts by Delegate Vanessa Atterbeary to pass legislation increasing the minimum age to marry in Maryland. The 2017 session saw two such attempts: 1) to increase the minimum age from 15 to 18 years old, with exceptions for 16 and 17 year olds who have parental or guardian consent and meet other qualifications; and, 2) to increase the minimum age from 15 to 18 years old, without exceptions. In 2017, the second of the two passed the House, crossed over to the Senate, passed the Senate with amendments, landing and dying in Conference Committee

without resolving the differences. It is anticipated that these efforts will be renewed in 2018. Increasing the minimum age to marry is important for public policy reasons – because it can be used to conceal human trafficking, domestic violence, child abuse, and statutory rape. But also for legal reasons. Marriage is not an emancipating event. A married minor does not have legal capacity in most instances, including to file suit on his/her own behalf for divorce and protection from domestic violence. A next friend (prioritizing the parents, who under current law likely consented to the marriage) is required. Maryland does not have an emancipation statute, which could address some of these concerns. Opponents to increasing the minimum age to marry to 18 without exception point to minors who wish to marry of age military spouses, and so provide benefits for the spouse and any children. We shall see what the 2018 session brings. **The FJLSC has not taken a position on this bill and welcomes your input.**

Emancipation

A proposed emancipation statute is expected this session, likely dovetailing with an increase in the minimum age to marry, even if preserving the right for those under age 18.

Domestic Violence

While not specifically a domestic violence bill, the Rape Survivor

Family Protection Act has a long legislative history without passing. Progressing further in the 2017 than any other session – passing both the House and Senate but in different forms – the differences went unreconciled and it died in Conference Committee. This same fate is not likely in the 2018 session with sponsorship announced from both House Speaker Busch and Senate President Miller and ongoing efforts of its tireless proponents. **The MSBA supported this legislation in 2017.** If passed, the Act would provide an expedited process for terminating rapists' parental rights, so the child can be raised or adopted without the parent's involvement (and interference).

Please look for legislative updates, debriefs, and post-session summaries throughout and after the 2018 session concludes. If you are a Section member and wish to volunteer for the Legislative Committee, please contact its Chair, Lindsay Parvis (lparris@draggallaw.com).

Lindsay Parvis is Chair of the Legislative Committee of the Family & Juvenile Law Section and serves on its Section Council ("FJLSC"). Ms. Parvis has represented clients in Maryland family law matters since 2002 and has volunteered her time in the Maryland General Assembly since 2005.

ONLINE...Page 14

playing in this market, so there is opportunity here.

Another underutilized tool in AdWords is the Call Only button for mobile. Call Only is literally a click button to call the firm, and only costs if the potential client calls. You can turn this ad off when not able and willing to take the call.

Work to make your NAP consistent across the internet. If there are past positions, addresses, or locations out there, start to do the tedious work of correcting the information with those directories and sites. The more inconsistency on address, the more damaging it is to search results for Google, because

Google trades in accurate information and wants people to find you at the location you say you are. (This may be the achilles heel of a virtual law practice.)

Become familiar with Google Analytics and look at it regularly. There should be a steady increase in page traffic over time. If there is not, and the steps above have been taken or there is no time to achieve them, it may be time to hire someone. Call me at the MSBA's Profession and Practice Advancement department for referrals.

Always think about the potential client experience first and foremost. Technology will change

and break, so be sure that yours is functioning. Test the site contact page form. Does it go to the right email? Test the firm's voicemail. Does it say We will be back December 26 in June? Test the front desk. Do they bark "Law Offices" as a first impression?

Google representative Lee Regan said Google recognizes from the data that there are five touch points online for potential clients: I want to watch (#1), I want to learn, I want to go, I want to do, and I want to buy. Most just focus on the last one (buying). But see if there are ways your firm can play in the other areas in an engaging and authentic way.

And finally, instead of trying to look like a lawyer that just happens to be a person, try to appear as a person that just happens to be a lawyer. Be true to who you are.

So, while most December articles on practice management are "Tech of 2108" or "Plan for 2018", here are 18 action items to Increase Business for 2018. I do think you should write an annual fee budget (income goal) and plan some business goals, but hopefully this helped with one of them.

Charity Anastasio is the Director of Profession and Practice Advancement at the Maryland State

Bar Association. She received her JD from Seattle University School of Law in 2007 and opened a solo practice in 2008 focusing on estate planning, probate, and family law. She has worked in law office management since 2013 and joined the MSBA in 2016, where she oversees the Law Office Management Assistance Program. Charity is a member of the ABA Law Practice Division's Outreach Committee and Professional Development Committee, as well as a regular contributor to ABA and MSBA publications. You can reach her at charity@msba.org or 443-703-3026.



Stuart K. Skok

Stuart K. Skok has announced the opening of her new law office, Stuart Skok Law LLC, a matrimonial and family law firm. **David R. Bach, P.C.** will be Of-Counsel to the firm. Their main office is located at 2275 Research Blvd., Suite 500, Rockville, MD 20850, (301) 296-4512, and may be reached at sskok@stuartskoklaw.com, or via www.stuartskoklaw.com.

Kobie Flowers of Brown, Goldstein & Levy, LLP has been elected to the Board of Directors of the National Association of Criminal Defense Lawyers (NACDL).



Sarah Duckham

Sarah Duckham has become a Shareholder at Trow & Rahal.

DLA Piper has earned a perfect score from the Corporate Equality Index (CEI), a national survey and report from the Human Rights Campaign Foundation (HRCF) for the tenth consecutive year, and has been recognized again as a "Best Place to Work for LGBT Equality."

McGuireWoods has moved its Baltimore office to a new home at 500 E. Pratt St., Suite 1000, Baltimore, Maryland, 21202.



Lauren N. Rutkowski

Lauren N. Rutkowski has joined Law Offices of Anthony J. DiPaula, P.A. as an associate.

Wesley Bizzell, Assistant General Counsel and Director of Political Law & Ethics Programs for Altria, has been named by the Financial Times to the 100 OUTstanding Leading LGBT+ Executives List.



Arnold Abraham

Arnold Abraham, former senior executive intelligence officer, has opened The CyberLaw Group, a Maryland firm focused on personal privacy and data security.

Terry Douglas has joined Maryland Volunteer Lawyers Service (MVLS), as staff attorney for its Adult Public Guardianship Program.

Send your latest news and updates to Lisa Muscara for inclusion in Et Alia: lmuscara@msba.org.



extends its sympathy to the family and friends of the following member who has passed away:

Christopher Allan Teras

DATELINE...Page 3

27 Embrace the Plunge! Join MSBA's Public Awareness Committee and Young Lawyers Section at the *22nd Annual MSP Polar Bear Plunge for Maryland's Special Olympics*. 8:00 a.m. - 3:00 p.m. at Sandy Point State Park. Sign up to join Team MSBA online at <http://somed.convio.net/goto/MSBA> or contact Angela Munro at angela@msba.org for additional details.

DIVERSITY...Page 2

eight percent of lawyers are white. Meanwhile, women constitute a third of the profession, but only 17 percent of equity partners.

Firms participating in the new Initiative believe that increasing diversity makes sound financial sense for them and for the profession, as the statements from their representatives, below, show.

The Diversity and Inclusion Scholars Initiative will offer financial and professional support every year to approximately 10 academically talented first-year students at Maryland Carey Law. Diversity Scholars also must have demonstrated leadership and an ability to overcome challenges to their professional values and career goals.

The first class of Diversity Scholars includes 11 students. They speak nine languages among them and come to Maryland Carey Law from their home states of California, Texas and Maryland.

In addition to financial support during the law school's three-year JD program, collaborating law firms and Maryland Carey Law will provide scholarship recipients with opportunities to participate in:

- Individual mentoring from attorneys whose

firms are part of the Initiative

- Firm-hosted networking events
- Events for the Baltimore legal community, such as bar association meetings, receptions, etc.
- Law school diversity programming
- Mock interviewing and other skills-building exercises

Each firm has representatives on an internal committee to support the program and suggest strategies to increase the students' engagement in the Baltimore legal community. The firm representatives are:

- **DLA Piper:** Guy Flynn and Thiru Vignarajah
- **Gallagher Evelius & Jones:** Camille Parker '00 and Brian Tucker '02
- **Miles & Stockbridge:** Yodeski Acquie '13 and N. Gordon Knox '98
- **Pessin Katz:** James Benjamin '01 and Mark Maneche

"This is just the beginning," said Dean Tobin. "We believe the need and support for this program

will only grow—and that firms across the state will make sure that happens."

COMMENTS FROM DONOR FIRMS

DLA Piper

"Despite various efforts within the legal industry over a long period of time to diversify our ranks, most would agree that the results haven't measured up to expectations. We, as a profession and as individual firms, therefore, have a lot more work to do if we are to achieve and maintain the levels of diversity and inclusion that we expect of ourselves." —Guy E. Flynn, Partner

Gallagher Evelius & Jones LLP

"Although there have been improvements over the years, I think that there still remains a significant underrepresentation of certain socioeconomic, racial, ethnic, gender, cultural, and religious groups in the legal profession. The other gap is the fact that these diverse professionals are not always provided with the tools that will enable them to develop adequately, so that they can advance and be promoted at

the same level and at the same pace as their counterparts...If there is a focus on inclusion and equality, not only will there be more successful legal professionals, but these professionals will also enrich the quality of services provided to clients." —Camille A. Parker '00, Partner

Miles & Stockbridge, P.C.

"The concept of diversity is sometimes thought of too simplistically, as it ignores inclusion—another important aspect of achieving a richer, more effective and equitable workplace culture. Law firms must continue to take steps to close the gaps in becoming more diverse and creating more inclusive workplace cultures." —John Frisch '83, Chairman and Chief Executive Officer

Pessin Katz LLP

"While a younger, more diverse population of lawyers are replacing the older, less diverse population, the process has been a slow one. We hope this new initiative will help attract a new group of diverse and skilled lawyers to the legal work force in Baltimore." —Mark Menache, Member

SUCCESSFUL...Page 16

and go for it.

8. Get an objective perspective. Call your Lawyer Assistance Program to discuss your idea, stay grounded and decrease your stress.

Please contact the Lawyer Assistance Program for free, confidential assistance. Jim Quinn, Lawyer Assistance Director, (443) 703-3041, jquinn@msba.org; Lisa Caplan, LCSW-C, Lawyer Assistance Counselor, (443) 7033042, lcaplan@msba.org. Toll free (800) 492-1964.

Lisa Caplan, LCSW-C, has over 20 years' experience in her field, and extensive experience providing wellness workshops and working with lawyers and judges in the areas of mental health, substance abuse and trauma. Find more of her articles at msba.org/committees/lawyerassist/articles.aspx.

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EXECUTIVE & EMPLOYEE COMPENSATION CONSULTANT: Trusted Advisor to Owners, Board Compensation Committees and CEOs regarding competitive base pay and incentive compensation levels, plans and practices. Extensive corporate and consulting experience for non-profit and for-profit organizations. DAVE RYAN, CPA, CCP, JD 1206 Merediths Ford Road, Towson, MD 21286. (443) 377-3166. References upon request. Visit website at www.CompensationGPS.com.

PUBLICATIONS...Page 13

forms book, and a source of useful suggestions, all written with an eye to the practical.”
“... Mr. Gibber is particularly qualified to deal by virtue of his service as special consultant to the Rules Committee on the Probate Rules project.”
Melvin J. Sykes, Esq.

Summary of Contents:
Chapter 1: Preliminary Matters
Chapter 2: Probate
Chapter 3: Administration of Estates—Generally
Chapter 4: Appraisal of Asset/Filing of Inventory
Chapter 5: Inheritance Tax on Non-probate Assets
Chapter 6: Administration Expenses

and Claims
Chapter 7: Representative’s Commissions and Counsel Fees
Chapter 8: Account
Chapter 9: Maryland Estate Tax
Chapter 10: Distributions
Chapter 11: Special Administrator and Foreign Personal Representative
Chapter 12: Minors
Chapter 13: Small Estate
Chapter 14: Modified Administration
Chapter 15: Sample Forms
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Format: Custom Practice Binder
Pub. Date: 2017
Pages: lii, 1200+

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- Planning with Case Studies*
- *Preparation of Gift Tax Returns (Form 709), and U.S. and Maryland Estate Tax Returns (Forms 706 and MET-1)*
 - *2017 Hot Topics in Elder Law*
 - *Security Clearance Due Process Appeals: How to Litigate a Clearance Appeal before the National Security Agency (NSA) or Department of Defense (DoD)*
 - *Unbundled Legal Services & Limited Scope Representation*
 - *2017 Family Practice Update*

VIDEO REPLAYS

- **NOVEMBER 28, 2017.** *2017 Family Practice Update.* Baltimore, MD.
- **JANUARY 9, 2018.** *Planning for People with Disabilities.* Baltimore, MD.
- **JANUARY 11, 2018.** *Planning for People with Disabilities.* Rockville, MD.
- **JANUARY 16, 2018.** *Handling*

- the Domestic Violence Case in Maryland.* Baltimore, MD.
- **JANUARY 18, 2018.** *Handling the Domestic Violence Case in Maryland.* Rockville, MD.
 - **JANUARY 23, 2018.** *Current Trends and Creditor Rights in Consumer Debt Collection.* Baltimore, MD.
 - **JANUARY 25, 2018.** *Current Trends and Creditor Rights in Consumer Debt Collection.* Rockville, MD.
 - **FEBRUARY 6, 2018.** *2017 Criminal Law Update.* Baltimore, MD.
 - **FEBRUARY 8, 2018.** *2017 Criminal Law Update.* Rockville, MD.
 - **FEBRUARY 13, 2018.** *Recent Developments in Estate Administration with Allan Gibber.* Baltimore, MD.
 - **FEBRUARY 15, 2018.** *Recent Developments in Estate Administration with Allan Gibber.* Rockville, MD.

NOMINATION AND ELECTION OF MSBA BOARD OF GOVERNORS 2017-2018

DISTRICT	NUMBER OF GOVERNORS TO WHICH ENTITLED	CLASS I ELECTED ODD YEARS	CLASS II ELECTED EVEN YEARS
FIRST <i>Baltimore City</i>	6	4	2
SECOND <i>Dorchester Somerset Wicomico Worcester</i>	1	1	
THIRD <i>Caroline Kent Queen Anne's Talbot</i>	1	1	
FOURTH <i>Calvert Charles St. Mary's</i>	1		1
FIFTH <i>Prince George's</i>	2	1	1
SIXTH <i>Montgomery</i>	8	2	6
SEVENTH <i>Anne Arundel</i>	3	2	1
EIGHTH <i>Baltimore County</i>	5	3	2
NINTH <i>Harford Cecil</i>	1		1
TENTH <i>Howard</i>	2	1	1
ELEVENTH <i>Carroll Frederick</i>	1		1
TWELFTH <i>Allegany Garrett Washington</i>	1	1	
YOUNG LAWYERS	3	2	1

PURSUANT TO THE REGULATIONS governing the nomination and election of the MSBA Board of Governors, the membership is hereby notified that nominations are sought for all Districts which are listed under Class II of this chart. (Class I governors are elected in odd-numbered years and Class II governors in even-numbered years.) The MSBA bylaws require that all nomination petitions must be received by the Executive Director no later than 5:00 p.m. on February 16, 2018. If the election is necessary, ballots must be cast or postmarked no later than March 30, 2018, and received no later than April 4, 2018. If you are interested in being nominated by a local bar association or individual petitions, you may request a nominating petition from Victor L. Velazquez, Executive Director, MSBA, 520 West Fayette Street, Baltimore, Maryland 21201; (410) 685-7878 or (800) 492-1964; or victor@msba.org.

BAR BULLETIN

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