

NOW IS THE TIME TO GET YOUR WILL

For a limited time, Berman, Sobin, Gross, Feldman & Darby, LLP is providing free estate planning services. Many of you call us when you are injured on the job, but few realize that we have a practice group dedicated to probate and estate planning matters. By way of introducing that part of our practice and in support of CWA, we are offering **free basic estate planning for CWA 2108 members and their spouses who reside in Maryland or the District of Columbia until May 31, 2012.** The basic estate planning package includes a Will, Power of Attorney, and Advance Directive. ("Basic estate planning" does not include estate tax planning, living trusts, or special needs trusts). For those of you who are not convinced they need a Will, below are three reasons why, regardless of the size of your estate, everyone should have a Will.

Avoid Intestacy Laws

If you never get around to getting a Will, don't worry – the legislature will write one for you. If you die without a Will you are "intestate" and the intestacy laws of your state govern what happens to your property. In almost all situations the legislature's idea of what should happen to your property is very different than yours.

For example, let's look at a married couple in Maryland without a will. If the husband dies and leaves a wife with a minor child, the wife and minor child split the inheritance. Contrary to popular belief, the wife would not inherit the entire estate. This leads to some absurd results like the wife as a co-owner of the family home with the baby.

If the husband dies and leaves a wife and an adult child, again the wife would not inherit the entire estate. After a small spousal allowance, the wife would once again be splitting the inheritance with the adult child. The ultimate absurdity occurs when there are no children. After a small spousal allowance, the wife shares her inheritance with the husband's parents!

Trust to Protect Children

Without a Will, your property passes directly to your heirs regardless of whether they have the ability to appropriately manage the property. Any property that passes to a minor will necessitate a costly and expensive guardianship as minors cannot own property. Even if your heirs are not minors, most people would not want their eighteen-year-old son or daughter to inherit a significant amount of cash. Instead of a college education, your child could end up with an expensive sports car!

A testamentary trust in your Will can avoid both the problem of property going to minors and property going to potentially irresponsible young adults. Instead of the property passing directly to your heirs, the property could be held in trust. A typical trust would name a trustee who would be responsible for managing the money and paying for appropriate expenses like tuition and medical expenses. The trust would end at some age, like 25, when the child would be better able to handle the property. The same technique can be used for anyone, even adults, who may need help in managing his or her inheritance.

Waiving Bond

The "bond" is actually an insurance policy insuring the creditors and heirs against improper acts by the personal representative. In Maryland, the court will require your personal representative – even if



it is your spouse – to post a bond in order to be appointed personal representative. The personal representative will be required to apply to a bonding company that will typically require a background and credit check. The bond can be expensive if there are significant assets in the estate. There are

also circumstances where the personal representative may not be able to be "bonded." This could be because of criminal problems, bankruptcy, or just bad credit.

In a Will, you can waive the requirement for a bond. While courts in Maryland still require a "nominal bond," the amount is significantly less, usually around \$100. The nominal bond also does not require any type of background or credit check.

There is no better time than now to start protecting your family. Call David Galinis, the partner leading our estate planning practice, at 301-670-7030 so we can get started on your documents today.

David Galinis, probate & estate planning practice group
Cliff Sobin, managing partner
Berman, Sobin, Gross, Feldman & Darby, LLP
481 N Frederick Avenue, Suite 300
Gaithersburg, MD 20877301-670-7030
www.BSGFDlaw.com

CWA LOCAL 2108 OFFICER ELECTION RESULTS

As reported in the November 2108News, three members were nominated at the October Membership Meeting for the two CWA Local 2108 Vice President positions. The Local 2108 Election Committee conducted an election, and ballots were mailed to the homes of all members in good standing on October 28th. The ballots were collected at the Post Office and counted on November 18th, with the following results:

Vice Presidents (2):

LaTasha Carpenter	386
Jenny Sylvester	268
Carl Brogden	267

LaTasha Carpenter and Jenny Sylvester, the two candidates with the highest number of votes, are elected as Vice Presidents of CWA Local 2108. They join President-Elect Marilyn Irwin, Executive Vice President Amory Proctor and Secretary-Treasurer Johnny Brown, who were unopposed and therefore elected by acclamation, as the Executive Board of Local 2108. They will begin their three-year term of office January 1, 2012, and will be sworn-in at the January Membership Meeting.



Special thanks for a job well done are extended to our Election Committee: Dedria Tyree, Chairperson, Christopher Smith, James D. Georgeson and Terri Anderson. Thank you to all the members who voted also; as you can see, every vote counts!



"For everything there is a season, and a time for every purpose under heaven."

Ecclesiastes 3

Well, here I am writing my final "From The President's Desk" editorial. That's right, after six years as your Local President I made the decision not to stand for re-election. As of January 1, 2012, your new Local President will be Marilyn Irwin.

As the above quote says, there is a time for everything we do in our lives and I feel the time has come for me to move on to other endeavors in my life.

To the three or four of you out there who have read my columns these last six years, I can only hope that I have given you something to think about and reflect upon. I occasionally receive comments about what I've written here, some positive, some not so. I can only say that I appreciate both types of feedback and that what I write is from the heart.

As I write this, I am sitting in a hotel room in Rye, New York trying to negotiate a new agreement with Verizon Communications. After 31 years in this Company, I really thought I had seen everything. From strikes as short as two and a half days to one that went for 26 days. In 1995, we worked for five and one half months without a contract before reaching a settlement midway through January 1996.

As I said, I thought I had seen it all until this year. This year we have had the best (or worst) of both worlds. In August, when the contract expired we went out on strike. We had spent two months trying to negotiate a new agreement. When the contract expired at midnight, August 6, Verizon negotiators could hardly believe it when we went on strike. It was the last thing they expected.

We spent a little over two weeks on the picket lines before the Company came to the Union and asked for a back to work agreement while we continued to negotiate. The Union agreed and as a result, unlike 1995 when we worked those five and a half months without a contract, we have worked under the old agreement from then to now.

That in itself is something of a mixed blessing. While everyone is back to work bringing home a weekly paycheck, The down side is we have lost some of the sense of urgency brought about by the immediacy of a strike. Our members, both CWA and IBEW, were at a fevered pitch by the end of the second week of the strike. Yet at the time there was no end in sight as to when we would reach an agreement with the Company. Would we still have had that same fevered pitch at the end of two months? It's difficult to say.

As part of the Union negotiating team, I can tell you we are doing everything we can to get to a fair agreement with Verizon. We could have a contract settlement immediately if we are willing to accept the many givebacks the Company insists they need. Is that what you want for your future?

No more pension plan, a pay cut of four or five thousand dollars annually when you start paying healthcare premiums. Layoffs,

forced transfers, stricter work rules making your job even more difficult to do than it already is today.

I don't believe any of us want to give in to those demands. That's why we have to stand together and hold the line against this greedy corporation trying to destroy our middle class jobs. That's why we need to bring pressure on this Company through whatever means necessary in order to get them to agree to a fair contract. Verizon must agree to a contract that cares for the needs of our members today, as well as the retired members who came before us.

Come January 1, I will leave my position as your Local President. However, I will still be your bargaining representative. I am committed to doing whatever it takes in these negotiations to reach an agreement we can all be proud to ratify.

Each one of us needs to renew our commitment to one another to stand together and fight the corporate greed of Verizon. After all, we are all members of a Union. We don't have a lot of money. We can never compete with our employers financially. Our strength is in each other and standing together, shoulder to shoulder. We have always done so in the past and I have every belief we will continue to do so moving forward.

I would like to thank my fellow Executive Board Officers, the Chief Stewards, Stewards and all of the members of Local 2108 for the privilege of being your Local President the last six years. It has been an honor.

In Solidarity, *Les*


CWA LOCAL 2108
 PRESENTS
BREAKFAST WITH SANTA
 FOR MEMBERS OF LOCAL 2108 AND THEIR CHILDREN AND GRANDCHILDREN (AGES 12 AND UNDER)

SATURDAY, DECEMBER 17, 2011
9AM TO 12NOON

LOCAL 2108 MEETING ROOM
10786 RHODE ISLAND AVENUE
BELTSVILLE, MARYLAND 20705

PANCAKES, SAUSAGE, JUICE AND MILK WILL BE SERVED
A PICTURE OF YOUR CHILD WITH SANTA WILL BE PROVIDED

PLEASE RSVP TO (301) 595-2108
BY MONDAY, DECEMBER 12, 2011

Personals

We wish to extend sincere sympathy to the family and friends of:

Thearl Jackson, father of **Karen Jackson**, who died on September 20, 2011.

Sheyla Parraway, mother of **Nikeesha Parraway**, who died October 17, 2011.

Juanita Moore, grandmother of **Cynthia Kimmons**, who died on October 18, 2011.

John Welton, Sr., father of retiree **Sharon Harley**, who died on October 29, 2011.

Towanda Greenhill, sister of **Ynelle Smith** who died on October 30, 2011.

Charles Givens, brother of **Calvin Givens**, who died on October 31, 2011.

Welcome to Local 2108

Transferred

Tonja Hyman –Chief Steward
Sandra Lippy



Verizon Refuses to Extend Off-Payroll Date

In October of 2010, CWA and Verizon reached an agreement regarding its workforce needs associated with the planned off payroll date of November 20th 2010 for the "special" one-time EISP offer. Under the agreement, Verizon canvassed the affected 286 Cable Splicers, 126 Outside Plant Technicians, 4 Systems Technicians and 114 Maintenance Administrators in the Chris Childs Organization to solicit volunteers who may have wanted to remain on the payroll until December 30th, 2011.

While the original EISP offer was not an Article 35 declaration and there was no indication of layoffs, many members who were not covered under the Job Security provisions in the General Agreement had applied for this offer. The additional year on the payroll was seen as a possible stop-gap measure in the hopes that the company would have agreed to allow technicians who became retirement eligible during 2011 to "opt-in" to the Enhanced Offer and allow someone who was scheduled to leave on December 30, 2011 the ability to back out and remain on the payroll.

Over the past 6 months of trying to negotiate a contract with Verizon, CWA District 2-13 leaders and the bargaining committee have tried to negotiate an additional extension for those scheduled to leave. After a number of discussions, the company has stated they will not extend these employees. The last day worked for those scheduled to leave the payroll will be December 29th, 2011. This decision by the company makes absolutely no sense to the Union and only further demonstrates Verizon's mismanagement of this corporation.

Scholarships Available to Union Members

The CWA Joe Beirne Foundation Scholarship:



The CWA Joe Beirne Foundation was established in October 1974 by the Communications Workers of America Executive Board to honor the name and memory of the founding President of CWA, who served for more than 30 years. In his capacity as the first CWA President, Joe Beirne took great pride in the roles he played in the fields of education and learning and other areas of social concern.

Fifteen partial college scholarships of \$3,000 each are being offered for the 2012-2013 school year. Winners, selected in a lottery drawing, also will receive second-year scholarships of the same amount contingent upon satisfactory academic accomplishment. Part-time students, less than 12 credits, will receive half of the scholarship monies.

Eligible for the awards are CWA members and their spouses, children and grandchildren, including those of retired or deceased members.

Applications are accepted during the months of November through March. **Final deadline is April 30, 2012.** Applications are available online at:

http://www.cwa-union.org/pages/beirne_scholarship_application

The Martin E. Gerel Scholarship:

The Law firm of Ashcraft and Gerel established a Union Scholarship Program over thirty years ago. Each year, a one time grant of \$5,000 is awarded to an eligible student for educational expenses.

If you, your spouse or child, plan to pursue education or training **full-time**, you can apply now. Applicants must be enrolled for their post-high school education or training by fall of 2012 to be eligible for this year's award.

A committee of union volunteers screen the applicants and a finalist is chosen by an independent party. To obtain your scholarship application, call **701-931-5500**. The deadline to submit your application is **April 30, 2012**.



RMC 2108 Retirees Corner

The November RMC Local 2108 Thanksgiving meeting provided us with a great seasonal luncheon that was enjoyed by all. Local 2108 Executive Board Officers, Marilyn Irwin and Jenny Sylvester gave the retirees an update on the slow bargaining process of the new contract with Verizon.

The retirees were so concerned by Verizon's insistence on bargaining away Retiree Health Benefits that they sent individual letters to Verizon CEO Lowell McAdams, stating their concerns over this and other bargaining issues.

If you have the same concerns you can help by showing up at selected Verizon Wireless Stores with other members and help leaflet Verizon customers with this information before they enter the store. Call the local for the times and locations.

For more retiree information and our annual Christmas RMC luncheon, make plans to attend our next meeting on December 14th at 11:00am.

Calvin C Foster Jr.
President- RMC 2108





Local 2108 Calendar

DECEMBER 2011

- 2 Holiday Gala - 5:00 - 11:00pm
Landover, MD
- 7 Chief Stewards Meeting - 9:00am
Local Office, Beltsville, MD
- 14 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 14 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 17 Breakfast with Santa - 9:00am - 12:00pm
Local Office, Beltsville, MD
- 25 Merry Christmas
- 26 Christmas Holiday
Local Office Closed



JANUARY 2012

- 1 Happy New Year
- 2 New Years Holiday
Local Office Closed
- 4 Chief Stewards Meeting - 9:00am
Local Office, Beltsville, MD
- 8-11 Telecommunications & Technologies Conference - Orlando, FL
- 11 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 12 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
Executive Board Sworn In

Taking Part in the "Occupy DC" Protests

Local 2108 Members March 20 Miles for the 99%

Culminating with thousands of Occupy DC protestors at a massive demonstration in historic Georgetown, CWA Local 2108 activists marched 2 days in the rain and cold in an effort to inform the public about preserving middle class jobs and fighting corporate greed. A special thanks to Local 2108 members Brian Beddoe, Jonathan Bohannon, LaTasha Carpenter, Gerald Cross, Femi Mustapha, Chanda Santiago, Oded Settles, Bradford Williams, Scott Young, Marilyn Irwin, Jenny Sylvester and Amory Proctor for their participation. They were joined by Claudia Cole, Brenda Savoy, Jose Cruz and Anthony Ross from CWA Local 2336, District 2-13 Staff Jimmy Tarlau, Carrie Biggs-Adams from CWA Headquarters, Naomi Bolden from CWA Local 2204 and Jobs With Justice representatives Lillian Shelton and Rosa Lozano. Local 2108 members Bradford Williams and Chanda Santiago (top left corner), marched 20 miles with other CWA members just two weeks before they marched down the aisle in marriage on December 4th !!

MARK YOUR CALENDAR: Membership Meeting - December 14, 2011 - 6pm
Breakfast with Santa - December 17, 2011 - 9:00am to Noon



10782 Rhode Island Avenue, Beltsville, MD 20705

Web Address: www.cwalocal2108.org

Local Office: (301) 595-2108 :: Local Fax: (301) 595-2412

Jenny Sylvester - Vice President

Marilyn Irwin - Vice President

Johnny Brown - Secretary-Treasurer

Amory Proctor - Executive Vice President

Les Evans - President

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