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Lisi Misa
being first duly sworn on oath deposes and says that she is a representative of the Anchorage Daily News, a daily newspaper. That said newspaper has been approved by the Third Judicial Court, Anchorage, Alaska, and it now and has been published in the English language continually as a daily newspaper in Anchorage, Alaska, and it is now and during all said time was printed in an office maintained at the aforesaid place of publication of said newspaper. That the annexed is a copy of an advertisement as it was published in regular issues (and not in supplemental form) of said newspaper on

December 27/2022, January 3, 10/2023

and that such newspaper was regularly distributed to its subscribers during all of said period. That the full amount of the fee charged for the foregoing publication is not in excess of the rate charged private individuals.

Signed Lisi Misa

Subscribed and sworn to before

me this 12th day of Jan.

2023

Lisa McGuire

Notary Public in and for
The State of Alaska.
Third Division
Anchorage, Alaska
MY COMMISSION EXPIRES
8/4/2026

Lisa M. McGuire
ELECTRONIC NOTARY PUBLIC
STATE OF ALASKA
MY COMMISSION EXPIRES 08-04-2026

AMCO RCVD 2/14

FROM PAGE A1

PRESCRIPTIONS

kind of last-minute agreement before the end of the year.

"It is not unusual for there to be posturing between the two parties as they negotiate," Lori Wing-Heier, director of the Alaska Division of Insurance, said in an email. She said no contract termination had yet been registered with the state.

But pharmacists interviewed for this story worry that if no agreement is reached, the impact could be significant in Alaska, especially in smaller communities where pharmacy options are already limited and understaffed, leading to long waits and patients being turned away in some cases.

The pharmacists say they anticipate confused customers and long wait times as thousands of prescriptions are transferred away from Fred Meyer to other local pharmacies that will need to step in to fill the gaps.

"This is definitely going to have ripple effects throughout the community," said Dan Nelson, a pharmacy manager with Tanana Chiefs Conference.

Nelson and other pharmacists reached for this story also say that an announced merger between Kroger and Albertsons, the company that owns Safeway and Carrs, could further exacerbate the problem — the potential loss of access to Carrs and Safeway pharmacies as well could mean a dearth in pharmacy options for many Alaskans.

Questions of access

Kroger Family Medicine owns 13 Fred Meyer pharmacies around Alaska, or just about 8% of all pharmacies around the state.

A spokesperson with Express Scripts said she couldn't disclose how many Alaskans were serviced by the company.

"With this change, the vast majority of our customers in Alaska will be able to continue to fill their prescriptions at their pharmacy," Justine Sessions, a spokeswoman with Express Scripts, said in an email.

Alaskans in the military are covered by TRICARE, the health care provider for uniformed service members, which uses Express Scripts for prescriptions.

"We believe there will be minimal impact other than the inconvenience of transferring the prescription to another pharmacy. While Kroger is opting to no longer be a part of the Tricare Network, beneficiaries have other options within the area," Brandy Ostanik-Thornton, public affairs officer with U.S. Army Alaska, said in an email.

MARC LESTER / ADN

The pharmacy department is seen at an Anchorage Fred Meyer store on Dec. 17.

Affected Alaskans have likely already received a letter from their health insurance company announcing the change. But Brandy Seignemartin, executive director of the Alaska Pharmacists Association, encouraged those who were unsure to call the number on the back of their health insurance card and ask questions.

She included a link where military members and their families could use to find a nearby pharmacy.

Premera Blue Cross Blue Shield of Alaska, one of the state's largest health insurers, also sent a letter out to members this month about the split, informing them what steps to take next.

Premera spokeswoman Amanda Lansford said that while the company is not involved in the negotiations, it is "committed to ensuring our members have access to in-network pharmacies."

Fred Meyer represents only 8% of pharmacies in Alaska, Lansford said, and every city with a Fred Meyer pharmacy also has one other in-network pharmacy Premera members can use.

While it's true that Alaskans will have many other options for pharmacies besides Fred Meyer after the termination — Sessions said there were at least 135 others — smaller communities would still likely be affected by the split.

Navigating the changes

A reduction in the number of pharmacy options for patients has the potential to exacerbate staffing challenges and long waits for prescription caused by an existing pharmacist shortage in Alaska.

In Fairbanks, the two Fred Meyers in town are often the busiest and most-staffed pharmacies in the city, according to Nelson, who helps coordinate the delivery of medications to the tribal consortium of the 42 Interior Alaska villages that make up Tanana Chiefs Conference.

He estimated that around a quarter of all Fairbanks residents were enrolled in a health insurance company that contracted with Express Scripts and relied on Fred Meyer to fulfill their prescriptions.

Nelson laid out what might happen to those Alaskans picking up a prescription at Fred Meyer after Jan. 1: First, they would be quoted the cash price for their medication instead of the price that their insurance typically covers.

"Then they're going to have a heart attack, and need to pay that full cost up front," he said. Then they would have to manually submit a reimbursement to their insurance company, which would probably be less than what they were expecting.

Meanwhile, the workload for non-Kroger pharmacies in Fairbanks will likely increase by about 25%, Nelson predicted, causing backlogs in prescription transfers that translate to delayed wait times for patients.

The best way for Alaskans to switch pharmacies is to call the pharmacy they are switching to, and say they have a prescription at Fred Meyer that they want to transfer, Nelson said.

His advice to avoid lengthy delays for prescriptions: "Don't wait until January to change pharmacies: be proactive, change it now."

Affected Alaskans have likely already received a letter from their health insurance company announcing the change. But Brandy Seignemartin, executive director of the Alaska Pharmacists Association, encouraged those who were unsure to call the number on the back of their health insurance card and ask questions.

She said her biggest priority over the coming weeks will be helping Alaskans figure out how to quickly navigate the potential changes to where they can access care.

"When patients lose their pharmacies, it has an impact on patient health outcomes," Seignemartin said. "So making sure we can get patients support around where they can get their medications as quickly as possible is going to be incredibly important to make sure that there's continuity of care."

Long-brewing problems, imperfect solutions

In letters from Express Scripts and the affected insurance companies, many Alaskans have been offered an option to switch to an online pharmacy managed by Express Scripts at a slightly reduced cost, as a way to offset the loss of access.

Alaska pharmacists reached for this story said they worried that online orders won't work as well in Alaska as they do in other states due to lengthy distances, extreme temperatures and other challenges related to the state's remoteness and large swaths of communities not connected to the road system.

"My biggest concern is access," said Justin Ruffridge, a Soldotna-based pharmacist.

"It's not good health care for people to lose access to their pharmacies," Ruffridge said. "It's not good health care for people to have to question whether or not their prescription is coming in the mail, whether it's going to be OK sitting outside in a freezing mailbox for the next four hours."

According to Ruffridge and others, the business practices of pharmacy benefits managers like Express Scripts — especially dismally low reimbursement rates — have led to the closures of many independent pharmacies.

"There's only so little reimbursement you can accept until you can't afford to safely staff your pharmacies anymore, which creates so many workforce problems and other issues as well," Seignemartin said.

Ruffridge views Kroger's decision as another example of the harm caused by pharmacy benefit managers.

"The more that these practices go on, the more difficult it is for pharmacies to operate in local communities. And you'll end up with essentially a pharmacy by mail," he said.

Nelson, the Tanana Chiefs Conference pharmacy manager, said he's seen firsthand how difficult it can be for medications to be delivered by groups without experience shipping to rural Alaska from warehouses in the Lower 48.

He hears weekly from people whose medication didn't arrive on time, or is frozen or expired.

"I think there's a lack of understanding, of, you know, there's not a road out to all these locations, and it's going to be put on a plane and a caravan and it's going to be 50 below," he said.

Contact Annie Berman at aberman@adn.com.

Photo by MATTHEW STURM

The Shublik Mountains stretch parallel to Alaska's Arctic coast in March, about 6 miles from the northernmost glacier in the U.S.

FROM PAGE A1

GLACIERS

owns Alaska Guide Co. based in Valdez. He was the first person to identify that the glacier wasn't recorded on a map. "I'm a bit of a glacier nut so it excites me," he said.

Located at 69.50912, -145.51683, the glacier is 30 miles from the coast and 10 miles northwest of the Brooks Range. According to a USGS publication, glaciers in Alaska haven't been found north of Brooks Range.

"It is the northernmost glacier in the U.S.," said U.S. Geological Survey glaciologist Louis Sass. "It isn't registered or recorded."

The glacier is around 1/10 of a square mile — or between 50 and 60 acres, said Matthew Sturm, a geophysics professor with the University of Alaska Fairbanks' Geophysical Institute and the leader of its Snow-Ice-Permafrost Group. Being so small, the glacier is at high risk of disappearing.

"Throughout the world, the smallest glaciers are disappearing due to climate change," Sturm said. "And here's this little glacier way up north. … When they were counting the kids in the classroom they forgot to count this little guy.

"It's just nice to know it hasn't melted away."

Discovery

When Sheldon moved to Alaska 15 years ago, he came across the Dictionary of Alaska Place Names, which lists features of the state's landscape. About 13 years ago, Sheldon started putting all locations from the book into a digital database to catalog the geography of Alaska. Today, the 40-year-old wilderness guide is still working on the same database. He also built a map showing the names of slope runs, the ratings of ice climbs and other details useful to outdoor enthusiasts who want to quickly get a sense of the area.

Last month, Sheldon was tracing the outlines of glaciers so he could have an accurate glacier layer on his map. He was looking at the glacier database and the satellite images from far out. Then he would take a closer look — and that's how he found the glacier up north.

Sheldon checked the GLIMS Glacier Database, or the Global Land Ice Measurements from Space, as well as the USGS database and topographic maps but found no record of the glacier.

"This glacier doesn't exist anywhere, which is what caught me," Sheldon said.

In the early 2000s, glaciers in this area of the Shublik Mountains were added to the Randolph Glacier Inventory, a global database of glacier outlines, said Sass with USGS. The process relied on fairly coarse satellite imagery, and small features the size of the glacier found by Sheldon show up as 15 by 30 pixels.

The glacier is around 1/10 of a square mile — or between 50 and 60 acres, said Matthew Sturm, a geophysics professor with the University of Alaska Fairbanks' Geophysical Institute and the leader of its Snow-Ice-Permafrost Group. Being so small, the glacier is at high risk of disappearing.

"We don't have the ability to manually verify that the inventory is correct or complete," Sass said. "This means that the existing inventory is likely missing hundreds or even thousands of glaciers, and likewise, it may be including many features that are not actual glaciers or that are no longer glaciers."

An effort is underway to improve the global database of glaciers using the higher-resolution satellite images available now, Sass said. However, with such a high volume of data, it isn't really possible to add a single outline to the existing inventories.

'We know it's a glacier'

Located this far north, the glacier is probably covered with snow most of the year, so it could have been easy to confuse it with a snowfield, Sheldon said. But the satellite image clearly shows the formation's glacial features.

The main difference between a glacier and a snowfield is that a glacier is made of solid ice and has internal movement, while a snowfield is made of porous snow and stays in place, said Sturm with the Geophysical Institute.

"The snowfield doesn't move," he said. "It changes size, year to year, but it's just there — there's no internal flow — whereas glaciers are flowing."

A satellite image, most likely taken in late summer, shows the lines in the ice of the glacier, indicative of flow, Sturm said.

"The metamorphism of the ice creates foliation like the pages of a book, so we know it's a glacier," Sturm said. "If you walked up that thing, you can be walking on what felt like rock most of the way, then you'd walk on glacier ice, then you get to the seedy upper end of it and it'd be snow."

Most of the glacier is shaded by the mountains, which helps slow the melt. The tongue of the glacier is covered with debris that can also shield the glacier from melting.

The northernmost glacier in the U.S.

What makes the glacier discovery even more exciting to Sheldon is that it's so far north. While glaciers are not uncommon at much higher latitudes — for example, in Greenland or in Canada — those northern formations are typically surrounded by water that helps them get new snow, Sheldon said.

Sturm said that besides the availability of water sources, better storm tracks also nurture glaciers.

"This is an interesting glacier because it's neither high nor in a place where there's a lot of snow," Sturm said.

But glaciers in the Brooks Range — and north of it — are different from the glaciers farther south in Alaska, Sass said. None of them get much precipitation in the winter, but in summer, the conditions can be fairly wet. And the Saddlerochit and Shublik ranges stick farther north and get slightly more precipitation than ranges farther east, Sass said.

"In the late summer, once the sea ice is out, the north slope of the Brooks Range can be very wet," he said. "The determining factor for glacier existence up there is whether or not that late summer precipitation falls as snow or rain. That is mostly determined by elevation. That particular feature is only at 4,500 feet, but that is high enough when you are that far north."

After his discovery, Sheldon added the glacier to his map, labeling it as "Northernmost." He contacted GLIMS, suggesting adding it to their database, but he shared a sense of urgency to do more — for example, to photograph the glacier this summer and take a core sample from it to get it dated.

"Glaciers, 99% of them aren't growing," Sheldon said. "Its time is limited."

Contact Alena Naiden at anaiden@adn.com.

H-OF, LLC, doing business as Mile High Alaska, located at 910 W. International Airport Road, Suite B Anchorage, AK 99518 is applying under 3 AAC 306.045 for transfer of a Retail Marijuana Store (3 AAC 306.300), license #22713 to Red Run Anchorage Holdings, LLC doing business as Red Run Cannabis Company.
Interested persons may object to the application by submitting a written statement of reasons for the objection to their local government, the applicant, and the Alcohol & Marijuana Control Office (AMCO) not later than 30 days after the director has determined the application to be complete and has given written notice to the local government. Once an application is determined to be complete, the objection deadline and a copy of the application will be posted on AMCO's website at
https://www.commerce.alaska.gov/web/amco.
Objections should be sent to AMCO at marijuana.licensing@alaska.gov or to 550 W 7th Ave, Suite 1600, Anchorage, AK 99501 and Attorney Jana Weltzin, Esq. at jana@jdwcounsel.com or JDW, LLC, 901 Photo Avenue, Second Floor, Anchorage, AK 99503.

AMCO RCVD 2/14

COMMERCIAL FISHING

Warming waters, not bycatch, are driving Bering Sea salmon and crab crashes. But Alaska's fishing industry is barely talking about it.

Nathaniel Herz
Northern Journal

Billions of snow crab disappeared from the Bering Sea in the past few years — a crash that's devastated Alaska's crab fishing fleet and a harvest that just two years ago was worth $130 million.

Bycatch didn't kill them. But the issue still dominated discussions in December at an Anchorage meeting of the North Pacific Fishery Management Council, the commission that regulates the huge, lucrative harvests of seafood in the federal waters off Alaska's shores.

The council and its advisory panel, over the course of 10 days, spent hours listening to fishing industry representatives, tribal leaders and others call for a crackdown on bycatch by Bering Sea trawlers — the big vessels that scoop up millions of whitefish, like pollock, while sometimes accidentally "bycatching" crab and salmon.

The federal scientists who track Bering Sea harvests say there's no way the trawl fleet could have caused the epic crash in snow crab.

Instead, they say, climate change was a major driver: A marine heat wave, combined with what had been a booming crab population, likely drove the die-off, as the crabs' metabolism rose with warmer water temperatures and they ran out of food. Warming ocean and river temperatures are also likely driving major declines in chum salmon, which have prompted parallel calls for stricter bycatch limits.

The North Pacific council lacks the power to regulate the carbon emissions that scientists blame for global warming. That's why participants at December's meetings say they're pushing for bycatch reductions, which they describe as an essential step to help crab and salmon populations adapt and recover.

"We need to focus on things that we do have control over, and that's really fishing impacts and habitat protections," Jamie Goen, executive director of the Alaska Bering Sea Crabbers trade group, said at a public forum that coincided with the North Pacific council meeting. "Even though bycatch may not be what drove this stock down, we do think while it's at such historically low levels, it could be impeding the recovery."

But some climate activists, and a handful of climate-focused fishermen, argue that the industry needs to expand its focus to call for bolder policies to reduce carbon pollution and minimize the risk of further damage to fisheries.

"We're all in this mess because of climate change, and it's only going to get worse until we do something about climate change," said Linda Behnken, executive director of the Alaska Longline Fishermen's Association.

NOAA Fisheries

The Bering Sea snow crab population has crashed in recent years. Scientists say warming water helped drive the collapse.

NATHANIEL HERZ / Northern Journal

Audience members sit at a meeting of the North Pacific Fishery Management Council's advisory panel in December 2022.

Behnken has publicly endorsed a carbon fee and dividend program, and her organization is currently soliciting comments on a national climate report. But many other big fishing industry groups and companies remain conspicuously silent on the issue.

"It's been so political, and I think that's why the big industry has stayed away from it," Behnken said in a phone interview. "It's surprising and disappointing, because I really do think the fishing industry has the ability to influence national and state policy."

'We have very little control'

At December's North Pacific council meeting, federal scientists presented modeling that predicts urgent policies to reduce carbon emissions would leave the Bering Sea "slightly warmer but relatively similar to contemporary conditions." Delaying action, by contrast, will drive temperatures "well beyond those observed to date."

Scientists expect species to react differently if the Bering Sea continues warming — with some populations unaffected or even benefiting, according to Bob Foy, the science and research director at the NOAA Fisheries' Alaska Fisheries Science Center.

But broadly speaking, Foy said, larger rises in temperature will cause more dramatic changes to the ecosystem — and force bigger adaptations from fishermen.

"That rate of change is something that animals and communities have a hard time adapting to," Foy said in a phone interview. "We adapt to slow change rather well. Fast change? Really poorly."

The North Pacific council is largely made up of appointees of the governors of Alaska, Washington and Oregon, and members are charged with managing fisheries and setting harvest quotas.

It spent much of its time in December hearing public testimony from fishing industry groups, tribes and conservation organizations — whose representatives fiercely debated whether stricter bycatch limits would help restore stocks of crab and chum salmon.

Climate change only came up in passing, and climate policy was barely discussed at all. At the public forum, industry leaders seemed to play down their roles in addressing the problem.

"Global warming is going to happen in the form global warming is going to happen. We have very little control," Robin Samuelsen, an Alaska Native fishing industry leader, said at the forum, which was hosted by the Anchorage Daily News and the Seattle Times.

Samuelsen, who chairs the board of a major nonprofit fishing group, Bristol Bay Economic Development Corp., added: "Controlling the bycatch, controlling the interception, we have a lot to do."

A 'unified interest'

Representatives from the trawling industry, whose profits could suffer under stricter bycatch caps, have bristled at what they see as a misguided attempt to blame their vessels for climate-driven declines in salmon and crab.

"The real argument here is, 'We're hurting, so you've got to hurt, too,' " said Brent Paine, executive director of a Bering Sea trawlers group called United Catcher Boats. Bycatch reductions, he said, are "not going to achieve the objective that the original proposers want — it's incremental."

But Paine's members have also been largely absent from public debate over climate change policy.

Part of that may stem from their political leanings: Many trawl industry players, Paine said, tend to lean conservative, and have been aligned with elected officials who deny the scientific consensus on climate change.

And unlike for harvesters of chum salmon and crab, warming waters haven't yet directly caused big problems for trawlers: The groundfish that they catch appear, so far, to be booming in spite of warming Bering Sea temperatures.

Still, Paine said he hopes the crashes in other species serve as a "wake-up call" about the threat that climate change poses to Bering Sea fisheries.

Another major trawl industry trade group, the At-Sea Processors Association, has also largely stayed out of climate policy discussions. But its executive director, Stephanie Madsen, said in an interview that she would give the issue further consideration — as a possible area of common ground with some of the industry, tribal and conservation groups that have called for stricter bycatch limits on her members' boats.

And while Goen, from the crabbers group, downplayed climate policy at the forum, she said in a subsequent phone interview that she expects her organization to more seriously consider its role in that debate, though members are currently focused on getting through the current crisis and paying their monthly bills.

"Fisheries are a sustainable food source — a really healthy protein," Goen said. "But how do we make sure that they continue to be secure, moving forward, as climates and oceans are changing?"

Seafood executives and corporations are major political donors to Alaska's elected officials, who covet the endorsement of groups like United Fishermen of Alaska. The industry also employs lobbyists in Washington, D.C., and the state Capitol in Juneau.

If Alaska's fishing industry could coalesce around specific climate policies, and join with other affected businesses like those in marine tourism, the state's congressional delegation "would have to stand up and listen," said Rick Steiner, a longtime Anchorage climate activist and a former professor of marine conservation.

"It would be a potent political constituency, without question — and not just in Alaska, but nationally and even globally — if the Alaska commercial fishery came together and exerted collective leverage on this issue of climate," he said in a phone interview.

Doing so, however, would require cooperation among segments of the industry that are often fighting with each other, Steiner added — like the groups on either side of the bycatch debate.

"Every component of the fishing industry has problems with every other component — it's just human nature," Steiner said. "But in this issue, there is a unified interest."

This piece was originally published in Northern Journal, a newsletter published by Nathaniel Herz.

NORTHWEST

Internet goes berserk over Stanford 'language guide' that discourages use of 'American' and 'survivor'

Aldo Toledo
Bay Area News Group

STANFORD, Calif. — From the internet to the national media to the holiday dinner table, much of the country has seemed to be up in arms in recent weeks over a newly discovered Stanford University "language guide" that discourages the use of words like "American," "survivor" and "freshman" — steps too far for many jaded by the culture wars.

At a time when politicians and the media continue their ongoing debate over critical race theory, LGBTQ discussions in schools and other cultural issues, liberals and conservatives appear to be on the same page about one thing: This Stanford "language guide" goes too far.

Written by the Elimination of Harmful Language Initiative at Stanford in partnership with People of Color in Technology and the Stanford CIO Council, the "language guide" is part of a multiphase, multi-year project that addresses harmful language — in information technology, or IT, uses only — at the university. Its goal is to "eliminate many forms of harmful language, including racist, violent and biased language … in Stanford websites and code."

"The purpose of this website is to educate people about the possible impact of the words we use," the guide's preface reads. "Language affects different people in different ways. We are not attempting to assign levels of harm to the terms on this site. We also are not attempting to address all informal uses of language."

The 13-page guide discourages the use of what it calls ableist, ageist, colonialist and culturally appropriative language among others, and urges code writers to avoid words from the obvious "retarded" and "spaz" to phrases that might seem more innocuous, like "brave," "American," "Hispanic," "cakewalk" and "homeless person."

Members of the committee that produced the guide could not be reached, but the guide itself gives context for why the language should not be used. For example, the word "prisoner" should be replaced with "person who is/was incarcerated" because "using person-first language helps to not define people by just one of their characteristics." That word specifically has been flagged by the prison abolitionist movement as a dirty one for similar reasons. But "American"?

In the guide, the IT writers suggest using "U.S. citizen" instead, partly because American "often refers to people from the United States only, thereby insinuating the U.S. is the most important country in the Americas," ignoring the other 42 countries that make up the continent. For many on social media, including Dr. Jay Bhattacharya — a professor at Stanford School of Medicine — the guide goes too far at times. He called it "really disappointing" on a recent "The Ingraham Angle" show on Fox News.

"It doesn't actually foster respect for people," he said. "It just makes people think what's gone wrong with great universities like Stanford."

Bhattacharya wasn't alone in his disdain for the "language guide"; dozens of other right-wing media accounts and commentators dug in on Stanford for publishing it. He got a quick reply from Twitter head Elon Musk, who said, "Stanford disapproves of saying you're proud to be an American? Whoa."

In a statement, Stanford Chief Information Officer Steven Gallagher said the university actually encourages the use of the word "American." He sought to distance the institution from the work of its IT experts.

The website "does not represent university policy," the statement says, and it also "does not represent mandates or requirements." The website was "created by and intended for discussion with the IT community at Stanford" and "provides 'suggested alternatives' for various terms and reasons why those terms could be problematic in certain uses." Its goal was always to "support an inclusive community."

"We have particularly heard concerns about the guide's treatment of the term 'American,' " the statement reads. "We understand and appreciate those concerns. To be very clear, not only is the use of the term 'American' not banned at Stanford, it is absolutely welcomed."

The statement also said "the guide for the university's IT community is undergoing continual review," and that "the spirit behind it, from the beginning, has been to be responsive to feedback and to consider adjustments based on that feedback."

University of Washington Computer Science Professor and author Pedro Domingos said in an interview that no university "should attempt to stipulate the language its members use."

"Many of the terms the guide considers harmful and their proposed replacements are frankly hilarious," Domingos said. "The way Stanford has handled the whole issue is an embarrassment."

While Domingos acknowledges that the tech and IT world should be conscious of the kind of language it uses, these guides — a similar one was published at UW — are flawed, he said.

"There's lots the tech community could do to improve its language use, but the Stanford language guide and similar ones — e.g., UW's — are neither the right way to go about it nor right in content," Domingos said. "Above all, technologists should strive to be ideologically neutral, not push a particular ideology, whatever it may be."

ADN .com

Alaska Commission on Judicial Conduct
Quarterly Commission Meeting
ZOOM/Teleconference
January 6th, 2023

Public Session begins at 9:30 a.m. with Closed Session to follow.
Public participation available via Zoom. Meeting information can be found on the Commission's website: www.acjc.alaska.gov/meeting.html

Questions about the meeting may be directed to the Commission Staff at administrator@acjc.state.ak.us, or (907) 272-1033.

Anyone wishing to speak at this meeting must notify Commission Staff no later than 4:00 p.m., January 4. Speakers should tailor their remarks to public matters related to the Commission's function.

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AMCO RCVD 2/14
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Only a joke? Public words, posts can cause big trouble at work

LYNNE CURRY
THE WORKPLACE

Q. During the Christmas holidays, I attended a social event where my wife and I told a series of jokes to and about each other. Several others at our table were equally rowdy, and everyone enjoyed our jokes. While I knew individuals at other tables were watching the fun we were having, I didn't realize one of them was recording us. The recording made it back to my employer.

Even though I attended the event on my own time and the person who recorded my jokes wasn't employed by our company, my employer fired me, despite my four-year track record as a manager.

I've searched for an attorney but not found one interested in my case. I've also looked for work, and found a potential new job. I've heard that if I sue for wrongful firing and win, but have a new job, it dramatically reduces what I might net from a successful lawsuit. What are my odds of winning?

A. Not good — unless you find a skilled attorney; or have as a defense that your jokes were innocuous or related to rights you hold, such as those given you by the National Labor Relations Act. A few facts to consider:

Public

You attended a large public event. The hosts may have invited you because of your position in your company. You made enough noise that people at surrounding tables took an interest in your jokes.

Executive status

The higher you climb in your company, the higher a standard to which you're held. Last September, Tony Blevins, a key Apple executive and a top negotiator whose skills helped Apple build and maintain its supply chain, attended a car show. While there, a TikTok influencer asked Tony what he did for a living. He responded with a statement Dudley Moore made during the movie "Arthur": "I race cars, play golf and fondle big-breasted women."

Tony, who said he "only made a joke," lost his job despite his 22-year career with Apple.

Weak defense

Your defense appears to be three-fold: Others were equally rowdy; your table mates enjoyed your jokes; and you attended the party on your own time. You probably don't let your kids get by with the "others did it too" defense. If you've attended a good harassment training, you've learned "they laughed at my jokes" doesn't transform an off-color joke into a clean one. Some states, but not Alaska, prohibit employers from disciplining employees for off-duty conduct.

The reality

According to a September CareerBuilder survey, 18% of employers reported firing employees for making jokes and inappropriate statements on social media.

Employers fired employees who posted about their partying lifestyle or illegal activity; broadcast employer secrets; wrote false or racy posts; or made derogatory comments about customers or clients. One notable twitter joke that fell flat — a woman tweeted "Cisco just offered me a job! Now I have to weigh the utility of a fatty paycheck against the daily commute … and hating the work." Cisco rescinded her offer.

Defenses

Some of your jokes and public statements, even ones that irk your employer, might be protected. If you'd joked about your working conditions and not people including your wife, you might have had a winnable case. The National Labor Relations Act gives employees the right to discuss their jobs, even when they complain about their employer, pay or working conditions, if they post to groups that include their coworkers.

Title VII of the Civil Rights Act protects employees if their posts relate to legally protected categories — for example, if a gay employee posts photos showing their same-sex relationship. This defense falls apart when your joke or post qualifies as hate speech or is derogatory toward members of a protected category — even your own.

Some states have laws that prohibit employers from firing employees for their lawful off-duty conduct. That can change if there's a relationship between the off-duty conduct and your employer or if your conduct harms your employer. In your case, your employer may feel your jokes offensive enough that you damaged their reputation.

You might also have protection against retaliatory firing if you joke or post about your employer's illegal activity or safety hazards. If you make jokes or statements that incite violence against another individual or group, your employer will probably prevail if they fire you.

Your takeaway: Tell safer jokes.

Lynne Curry writes a weekly column on workplace issues. She is author of "Navigating Conflict," "Managing for Accountability," "Solutions" and "Beating the Workplace Bully," and workplacecoachblog.com. Curry is president of Communication Works Inc. Send questions to her at workplacecoachblog.com/ask-a-coach or follow her on Twitter @lynnecurry10.

WEATHER

STATE SUMMARY

Today we will see mostly cloudy to cloudy skies with scattered rain and snow, highs ranging from the -10s to the 40s. Expect mostly cloudy to cloudy skies Wednesday with scattered snow.

3-DAY FORECAST

Today — Cloudy — 22°

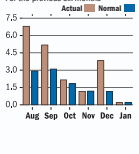
Tonight — Cloudy — 15°

Wednesday — Cloudy — 27° 20°

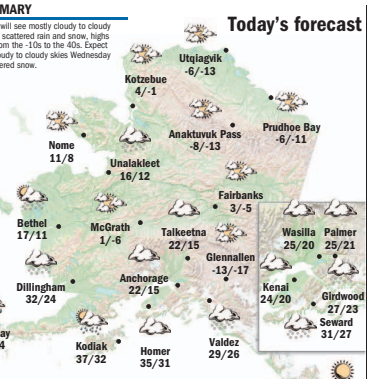
Thursday — Mostly Cloudy — 26° 17°

PRECIPITATION

For the previous six months



Today's forecast



adn.com/weather
Visit our Web site for the latest condition and forecasts for Alaska.

ALASKA CITIES

City	Today Hi/Lo/W	Tomorrow Hi/Lo/W
Adak	36/26/ss	38/33/sn
Bethel	17/11/sn	18/5/sn
Cold Bay	35/24/rs	31/23/sn
Cordova	37/32/cl	38/34/rs
Delta Junction	9/5/pc	10/2/mc
Denali N.P.	22/18/sn	26/19/ss
Dillingham	32/24/sn	28/19/sn
Dutch Harbor	35/29/sn	36/28/pc
Fairbanks	3/-5/mc	4/-7/mc
Fort Yukon	-1/-10/cl	0/-12/cl
Glennallen	-13/-17/mc	-2/-5/cl
Gulkana	-11/-15/mc	-2/-6/cl
Haines	29/20/s	32/21/mc
Homer	35/31/cl	36/28/rs
Juneau	31/27/s	34/29/sn
Kenai	24/20/cl	31/18/ss
Ketchikan	42/36/rs	43/37/rs
King Salmon	34/19/mc	28/20/mc
Klawock	43/32/rs	45/33/rs
Kodiak	37/32/rs	38/35/mc
Kotzebue	4/-1/mc	13/9/sn
McGrath	1/-6/mc	6/-5/cl
Metlakatla	42/34/rs	43/36/rs
Nome	11/8/mc	18/6/sn
Northway	-3/-16/mc	-4/-14/mc
Palmer	25/21/cl	34/22/cl
Paxson	1/-4/mc	8/1/sn
Petersburg	34/27/mc	38/28/rs
Prudhoe Bay	-6/-11/mc	-1/-5/mc
Saint Paul	27/20/sn	28/22/mc
Seward	31/27/sn	36/32/ss
Sitka	41/36/mc	43/37/rs
Skagway	29/22/s	30/23/mc
Soldotna	22/14/cl	29/17/ss
Talkeetna	22/15/cl	30/16/cl
Tok	-3/-15/mc	-4/-14/mc
Unalakleet	16/12/sn	19/13/sn
Utqiagvik	-6/-13/mc	-3/-6/mc
Valdez	29/26/sn	34/31/ss
Wasilla	25/20/cl	33/21/cl
Whittier	31/27/sn	38/35/sh
Willow	20/7/cl	21/11/ss
Yakutat	36/27/s	37/26/mc

* Indicates estimated temperatures for yesterday

State high yesterday: **Point Hope 51**
State low yesterday: **Tanana ..... -30**

NATIONAL CITIES

City	Today Hi/Lo/W	Tomorrow Hi/Lo/W
Atlanta	59/40/s	62/53/mc
Boston	39/25/pc	38/31/mc
Chicago	42/33/mc	44/35/mc
Cleveland	41/34/ra	48/43/cl
Dallas	78/56/s	80/46/pc
Denver	59/27/pc	42/22/sn
Detroit	40/33/rs	46/39/cl
Honolulu	82/65/pc	79/66/sh
Houston	74/61/mc	80/59/mc
Kansas City	58/34/s	52/30/mc
Las Vegas	63/39/sh	57/41/pc
Los Angeles	62/46/sh	60/47/pc
Miami	77/62/pc	76/68/s
Minneapolis	31/24/mc	32/22/mc
New Orleans	68/59/pc	78/63/pc
New York	46/32/s	42/36/pc
Philadelphia	45/32/mc	47/37/mc
Phoenix	70/46/mc	64/42/s
Pittsburgh	43/29/mc	48/39/mc
Portland	53/39/mc	50/43/ra
Salt Lake City	47/34/ra	41/27/sn
San Diego	62/49/sh	61/47/pc
San Francisco	58/49/sh	57/51/ra
Seattle	52/40/s	51/44/ra
Tampa	71/48/pc	74/52/s
Washington, D.C.	47/31/mc	48/38/mc

ANCHORAGE ALMANAC

Statistics are for Anchorage International Airport through 5 p.m. Yesterday

Temperatures

High ..... 19°
Low ..... 13°
Record high ..... 45° in 1995
Record low ..... -23° in 1972
Normal high ..... 22°
Normal low ..... 10°
Humidity at 5 p.m. 88%

Snowfall

Snowfall last 24 hours ..... 0.9"
Snowfall month to date ..... 2.3"
Snowfall normal month to date ..... 3.7"
Snowfall season to date ..... 57.6"
Snowfall normal season to date ..... 40.5"
Precip. year to date ..... 0.19"
Precip. normal year to date ..... 0.22"

Daylight

Sunrise ..... 10:04 a.m.
Sunset ..... 4:10 p.m.
Total daylight ..... 6 hr, 5 min, 28 sec
Gain ..... 3 min, 31 sec

VALLEY/KENAI

Statistics through 5 p.m. Yesterday

Wasilla

High ..... 17°
Low ..... 7°
Normal high ..... 23°
Normal low ..... 9°
Snowfall last 24 hours ..... 0.0"
Snowfall month to date ..... 0.0"

Palmer

High ..... 16°
Low ..... 10°
Normal high ..... 23°
Normal low ..... 8°
Snowfall last 24 hours ..... 0.0"
Snowfall month to date ..... 0.0"

Kenai

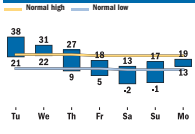
High ..... 20°
Low ..... 12°
Normal high ..... 25°
Normal low ..... 8°
Snowfall last 24 hours ..... 0.8"
Snowfall month to date ..... 1.2"

MOON PHASES

Jan. 14 Last | Jan. 21 New | Jan. 28 First | Feb. 5 Full

	Today	Tomorrow
Moonrise	8:41 p.m.	10:07 p.m.
Moonset	11:59 a.m.	11:58 a.m.

LAST WEEK'S TEMPERATURE TREND



ANCHORAGE TIDES

Today	Time	Height	Tomorrow	Time	Height
Low	3:34 a.m.	0.2	Low	4:04 a.m.	0.6
High	9:20 a.m.	28.8	High	9:54 a.m.	28.8
Low	3:33 p.m.	6.0	Low	4:12 p.m.	5.7
High	9:05 p.m.	27.9	High	9:42 p.m.	27.0

DNA testing brings new niece into the family

AMY DICKINSON
ASK AMY

Q. Dear Amy: I recently did DNA ancestry testing, hoping to locate relatives of my father, who died when I was very young.

To my surprise I found out that I have a niece.

I have one brother, and he is a confirmed bachelor, but apparently, he fathered a child 40 years ago.

When I told him of these DNA results, he seemed surprised. He also indicated that he had no interest in meeting or pursuing a relationship with his newfound daughter.

I asked if he would object if my son and I reached out to her. He requested that we not pursue a relationship.

As the months went by, I felt a longing to meet her. She was already following us on social media, so it seems that she might have already been aware of the relationship before I connected the DNA dots.

I only have one son, and no nieces or nephews.

Against my brother's wishes, I reached out to her, and my son and I met her for dinner. She seems to be a lovely young woman and we mutually want to pursue a family relationship.

I would love to introduce her to my mom, her grandmother, who is 95 years old. I really think she would love to know that she has a granddaughter.

Needless to say, my brother was disappointed that I did not respect his wishes and specifically requested that I not tell our mother.

I am just brokenhearted. I still plan on seeing my niece, but I just wish my brother would come around.

Any suggestions?

— Anguished Aunt

A. Dear Anguished: You asked your brother for permission to contact your niece and he said no, but you went ahead and did so, anyway.

You've asked him about connecting your niece with her grandmother, and he has said no. I suggest that you do so, anyway.

Given that your brother didn't know about his biological daughter's existence and has since declared that he doesn't want to have anything to do with her, I'd say that he doesn't really have any claim on her or any authority to deny other family members access to her.

The only way your brother might come around is if you continue to acknowledge and maintain a relationship with this very nice woman as a family member. I suggest that you do so openly, not keeping this a secret from him, while not pressuring or forcing a relationship onto him that he is not ready to have.

Q. Dear Amy: I am one of a group of mothers who have been friends for a long time.

Our group includes "Betty" and "Jane."

Betty's daughter, "Belle" and Jane's daughter, "Jill" attend the same high school.

Belle and Jill used to be good friends but got crosswise with each other about a year ago.

Then their mothers got involved.

The situation has escalated into an all-out war between the two families, with accusations and counteraccusations of bullying, and the involvement of the high school principal.

Think "War of the Roses" intensity.

We friends are trying to stay neutral.

We love both these women and their daughters, and we hate to see these hostilities destroying these two families.

Do you think there is anything we can do to de-escalate the situation?

— Distressed Friends

A. Dear Distressed: Given the level of animus and the way it has escalated, I don't believe it is within your power to direct these warring parties to change, but you might be able to influence them to at least consider the larger consequences of this discord, and the impact on their friendships.

Because you've written to me, you might try to draft a letter to send to both women — send the same letter to both.

Without taking sides or relitigating this conflict, you could speak from your heart regarding the impact this has had on your friendship. Recall a positive memory involving both from before this conflict started, and tell them how sad this has made you. End with, "I wish you would find a way to work this out."

You can email Amy Dickinson at askamy@amydickinson.com or send a letter to Ask Amy, P.O. Box 194, Freeville, NY 13068.

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1260 Delasala Place
Anchorage, AK 99508
907.332.4083

Jewel Lake Plaza
8300 Jewel Lake Road
Anchorage, AK 99502
907.248.8377

Commodore Park Plaza
10415 Jamestown Drive
Anchorage, AK 99507
907.522.8000

Independence Park Manor
2401 Sentry Drive
Anchorage, AK 99507
907.929.0916

Independence Park Manor II
2301 Sentry Drive
Anchorage, AK 99507
907.929.0916

We look forward to meeting you!

M-OP, LLC, doing business as Mile High Alaska, located at 910 W. International Airport Road, Suite B Anchorage, AK 99518 is applying under 3 AAC 306.045 for transfer of a Retail Marijuana Store (3 AAC 306.300), license #22713 to Red Run Anchorage Holdings, LLC doing business as Red Run Cannabis Company.
Interested persons may object to the application by submitting a written statement of reasons for the objection to their local government, the applicant, and the Alcohol & Marijuana Control Office (AMCO) not later than 30 days after the director has determined the application to be complete and has given written notice to the local government. Once an application is determined to be complete, the objection deadline and a copy of the application will be posted on AMCO's website at
https://www.commerce.alaska.gov/web/amco.
Objections should be sent to AMCO at marijuana.licensing@alaska.gov or to 550 W 7th Ave, Suite 1600, Anchorage, AK 99501 and Attorney Jana Weltzin, Esq. at jana@jdwcounsel.com or JDW, LLC, 601 Photo Avenue, Second Floor, Anchorage, AK 99503.

AMCO RCVD 2/14