

MICHIGAN DEPARTMENT OF CIVIL RIGHTS COMM
110 W. MICHIGAN Ave., Suite 900
LANSING, MI 48933

IN THE MATTER OF:

Being duly sworn, deposes and says that the attached advertisements(s)
appeared in:

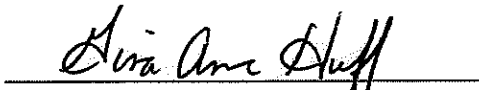
Published in: DET-DFP-Detroit Free Press
Published on : Monday, January 9, 2023

Published in: DET-DN-Detroit News
Published on : Monday, January 9, 2023

Invoice 0005546156 and as an authorized employee of Michigan.com,
he/she knows well the facts stated herein.


TYNE SMITH

On this 10th of January 2023
Sworn to and Subscribed to me,


GINA ANNE HUFF

Notary Public State of Michigan
County of Livingston
My commission expires March 9, 2023

Cadillac Place, 3054 West Grand Blvd., Room
L-150, Detroit, Michigan 48202
Zoom Webinar Link: <https://us06web.zoom.us/j/85625959246?pwd=CUdGUkF0M0ozclJ6Zl93c2Y3TWNuQT09>
Passcode: 799885

To join by telephone: 866-434-5269
Conference code: 434995

The Department of Civil Rights will hold a public hearing to receive comments on proposed changes to the Organization, Practice, and Procedure rule set governing the Michigan Civil Rights Commission and the Michigan Department of Civil Rights.

The proposed rule changes clarify definitions and practices of the Michigan Civil Rights Commission.

The changes also facilitate flexibility and efficiency in the operation of the commission and the Michigan Department of Civil Rights by allowing electronic filings and notifications and remote/virtual proceedings. The proposed rules make a significant change to the bona fide occupational qualification (BFOQ) process by limiting the duration of any exception that is granted to five (5) years to allow for the commission to determine in the future if the reasons for the exception remain applicable.

The proposed rules will take effect immediately after filing with the Secretary of State. The proposed rules are published on the State of Michigan's website at www.michigan.gov/ARD and in the December 15, 2022 issue of the Michigan Register. Copies of these proposed rules may also be obtained by sending an email request to satchell@michigan.gov, or directly from www.michigan.gov/mdcr.

Comments on these proposed rules may be made at the hearing, by mail, or by electronic mail at the following addresses until January 23, 2023 at 11:59 PM.

Mail comments to:

Michigan Department of Civil Rights
Attention to: Lamont D. Satchel, Esq.
Cadillac Place, 3054 West Grand Blvd.,
Detroit, Michigan 48202

E-mail comments to
MDCR-CommissionRules-Public-Comment@michigan.gov

The public hearing will be conducted in compliance with the 1990 Americans with Disabilities Act. The meeting location is accessible, and paid parking is available near the meeting location. If you plan to attend and need accommodations to do so, please email MDCR-INFO@michigan.gov or call 800-482-3604 no later than Thursday, January 19, 2023. ASL interpreters and captioning will be provided.

The Mining Journal

Upper Michigan's Largest Daily Newspaper

249 W. Washington St., P.O. Box 430, Marquette, Michigan 49855. Phone (906)228-2500. Fax (906)228-3273.

AFFIDAVIT OF PUBLICATION

STATE OF MICHIGAN

AFFIDAVIT OF PUBLICATION

For the County of: **MARQUETTE**

In the matter of: Notice of Public Hearing
Michigan Department of Civil Rights
Michigan Civil Rights Commission
Administrative Rules for Organization, Practice, and Procedure
January 23, 2023

Size: 3 x 6

State of MICHIGAN, County of Marquette ss.

ANN TROUTMAN

being duly sworn, says that she is

PUBLISHER

of **THE MINING JOURNAL**

a newspaper published and circulated in said county and otherwise qualified according to Supreme Court Rule; that annexed hereto is a printed copy of a notice which was published in said newspaper on the following date, or dates, to-wit

January 5, 2023



ANN TROUTMAN

Subscribed and sworn to before me this 28th day of February, 2023.



HOLLY GASMAN
Notary Public for MARQUETTE County, Michigan
Acting in the County of Marquette
My commission expires: May 25, 2025

Good Advice

Dear Annie

Still struggling after Hurricane Ian

Dear Annie: I moved to Florida from Oklahoma to be near my son and sister after my husband passed away from cancer. It did not work out with my son, so I moved to a place near my sister — a small, one-bedroom mobile home in an RV retirement park for seniors over 65.



ANNIE LANE

Hurricane Ian destroyed my home, and I have been unable to find a new place to live, either buying or renting here in Florida. I have been at this since September, and I am worn out and tired of searching. I am currently staying with my sister and her husband. So I am

going to relocate back to Oklahoma, where hopefully I can find a place to live. My sister is terribly upset because I'm leaving. She does not seem to

understand that I cannot rent an apartment or buy another trailer or another house either.

My sister doesn't think I've tried hard enough, but she has not been with me when I've made all these attempts and phone calls and searches and trying and trying and trying.

I feel depressed and sad. I've lost everything — my home, my husband, my son, my belongings and my ability to stay in Florida.

My question is, am I doing the right thing moving back to Oklahoma? I feel like I have no other options. Thank you. — Searching

Dear Searching: I can't imagine how difficult this must be for you. Staying in Florida, near your family, would surely boost your spirits, and there might be a way to make it happen.

It sounds like you are eligible for federal disaster assistance. You should call FEMA to apply at 800-621-3342. The line is open every day from 7 a.m. to 11 p.m. Eastern Time.

You can also visit a Disaster Recovery Center, or DRC, to learn more about disaster assistance programs. If you visit fema.gov/ESF6/DRCLocator, you can locate a DRC near you. Good luck!

Dear Annie: I am writing in response to "Confused in Kansas," the woman whose sister stunned her for 15 years and whose family has despised her as the scapegoat for all of their family's behavior.

Very troubled, dysfunctional families often choose one person to pin all the blame on for their own dysfunctions, thereby removing my spotlights on their own hurtful behavior. Please tell "Confused" to read up on "scapegoating" and see if the description fits her situation. She and her husband are very smart to be wary of trusting anyone in her family. I

applaud them. — Deen There
Dear Deen There: Thank you for this perspective and these words of encouragement. I agree that scapegoating sounds like a possibility to explain her family's behavior.

"How Can I Forgive My Cheating Partner?" is out now! Annie Lane's second anthology — featuring favorite columns on marriage, infidelity, communication and reconciliation — is available as a paperback and e-book. Visit <http://www.creatorspublishing.com> for more information.

Send your questions for Annie Lane to deenan@creators.com.

Hints from Heloise

Disposing of wet wipes

Dear Heloise: I read your column in my daily Houston Chronicle and pass along all of your very good hints. In a recent column, you published a letter about not flushing wet wipes down the toilet, and I heartily agree.

I live in a small aging condo complex built in the 1960s, and I'm a board member of the complex. We have many plumbing problems, including old cast iron pipes falling apart because of their age. Putting the plumbing snakes down the old pipes too often is not good for them.

Every time the plumbers come to unclog a pipe, their large snake comes up with tangles of flushable wipes. So, yes, it takes a very long time for them to break down. We have sent letters to our residents about this, with hints on what to do with wet wipes.

We have mostly suggested these two things: First, keep a small spray bottle of water next to the toilet and spray a bit on clean toilet paper, if you feel the need to be "fresher."

This also helps save on toilet paper. The second hint is, if you need to use a wet wipe, fold it up and put it in a plastic zip-close bag (cheapest ones are at the dollar store).

Seal it and put into the trash bin, or like me, keep an empty-lidded coffee can with the bags on the back of the toilet tank to put used and bagged wipes in. Empty every few days into your trash. It really cuts down on plumbing calls, which are very expensive. I like the wipes, as they keep me feeling much fresher, so I do this small, inexpensive thing, which helps to save our aging pipes and our budget! — Rusti Stover, Houston

SMOKE ALARM BATTERIES

Dear Heloise: In a recent article about smoke alarms, Patricia Roberts of Bellville, Texas, mentioned that there are no batteries to change in wired-in smoke detectors. But hardwired smoke detectors have always had "backup" batteries inside them and will take over powering the smoke detector if the power in the house goes out. If she, or any of your readers, have hard-wired smoke detectors in the house, they'll need to pop them open and change the batteries as needed. — Steve Sdao, retired home inspector, Lima, Ohio

USING AN APP FOR SMOKE ALARM BATTERIES

Dear Heloise: Several days ago, a suggestion was made that a smoke alarm's battery could be tested with an app. Assuming I correctly understood the suggestion, it should have been mentioned that the smoke alarm needs a "smart" battery — a battery with a chip — for the app to work. Best regards and smiles. — Tim Davis, Kettering, Ohio

Send a money-saving or time-saving hint to Heloise, P.O. Box 795001, San Antonio, TX 78279-5001, or you can fax it to 1-214-HELOISE or email it to Heloise@heloise.com. I can't answer your letter personally but will use the best hints received in my column.

To Your Good Health

Testosterone replacement examined

DEAR DR. ROACH: I am an 84-year-old Asian American taking trazodone, sertraline and metoprolol as needed, as well as daily vitamins, and I weigh 130 pounds. My blood pressure ranges from 98 to 111 over 60. Four years ago, I had kidney cancer resulting in the removal of my right kidney.

Two years ago, I had prostate cancer and underwent nine weeks of radiation treatments. My doctor gave me midodrine for blood pressure, but that has not helped.

My problem is, I am always tired and have no energy. My testosterone level is 0.03, and my PSA is 0.1 ng/mL.

I eat a lot of carbs, but cannot put on any weight. My doctor will not prescribe any medication that might affect my PSA.

Can you suggest anything I can do to help my situation? — D.E. ANSWER: If you are using the standard units for testosterone (ng/dL), that number is very low. Testosterone works on many bodily functions, and very low testosterone can cause loss of muscle and bone.

Your symptoms of fatigue and low energy are compatible with low testosterone, but are not specific for it. There are many other additional causes, and I'm sure your doctor has looked for them (such as anemia and thyroid disease). One that deserves mention due to your symptoms and having had kidney surgery is low adrenal gland function (adrenal insufficiency), which requires special testing.



DR. KEITH ROACH, MD

The issue of testosterone replacement in men with a history of prostate cancer is complex.

Several small studies have shown that testosterone given to men with prostate cancer in remission did not worsen outcomes, although these trials are too small to provide confidence that the risk is negligible.

Given the effect on your quality of life, it seems worthwhile to reconsider testosterone replacement, at least as a trial of effectiveness.

It sounds like these symptoms are having a very significant negative effect.

DEAR DR. ROACH: I am 65 and in good health. I have worked out at the gym on and off for the last 35 years. I am able to lift or push the maximum weight on a half dozen weight machines at my gym.

Should I begin to reduce weight settings as I age, or continue to push the limit? I had Achilles tendinitis at the gym call exercises a couple times, so I wonder if lifting heavy weights could lead to other problems down the road. What's most important for overall health? — B.G. ANSWER: I don't know that there are data, so I have to give you my best judgment. I would say that reducing the amount of weight you lift will not reduce the benefits to your overall health, but will significantly reduce your risk of a muscle or tendon injury.

There is strong evidence that weightlifting provides additional health benefits to aerobic exercise, but you certainly do not need to lift the stack to get health benefits. Any kind of weightlifting helps improve balance and reduces fall risk. Weightlifting also helps with bone strength. Maximal weight lifting leads to greater strength increases, but since your goal is health, not competition, taking some weight off might reduce your risk of injury, even if it is small.

DEAR DR. ROACH: Can you comment on why Voltaren gel is not recommended for use in the neck and shoulder area? All I could find online is that it hasn't yet been tested for that. — J.M. ANSWER: Diclofenac (Voltaren) is an anti-inflammatory medication that may be taken by mouth, or used topically in a gel. It's a potent medication that is very effective for many people and is often used for arthritis pain.

For superficial joints — like hands, wrists and even knees — it can be very effective. However, the joints of the cervical spine in the neck, and most of the shoulder joint, are deeper than the Voltaren can penetrate. Voltaren is not appreciably absorbed into the blood, so all of its actions are local.

It's very safe, so you can certainly try it to see if it will work. If your pain is being caused by a more superficial source, it may well give you relief. However, since there is no indication for neck and shoulder pain, insurance may not cover it.

Dr. Roach regrets that he is unable to answer individual letters, but will incorporate them in the column whenever possible. Readers may email questions to DrRoach@heloise.com or send mail to 628 Virginia Dr., Orlando, FL 32803.



NOTICE OF ELECTRONIC PUBLIC HEARING ANNUAL PUBLIC HEARING AUTHORITY (PH) PLAN AND ADMINISTRATIVE PLAN MICHIGAN STATE HOUSING DEVELOPMENT AUTHORITY

The Michigan State Housing Development Authority (MSHDA) will hold two public hearings regarding the proposed changes to the Fiscal Year (FY) 2023-24 Annual Public Housing Authority (PHA) Plan and Administrative Plan in compliance with Section 903.17 of Title 24 of the Code of Federal Regulations.

The general public is invited to make oral comments and recommendations in person during the public hearings or participate via conference call. The public hearings will take place on the following date and times:

DATE: Friday, February 24, 2023
TIME: 9 – 11 a.m.
LOCATION: Michigan State Housing Development Authority
735 E. Michigan Ave, Lansing, Michigan 48912
Conference Rooms 235 and 335
Conference Call Participation: 1-248-509-0316; Conference ID 6848597378

DATE: Friday, February 24, 2023
TIME: 1 – 3 p.m.
LOCATION: Michigan State Housing Development Authority, Cadillac Place
3028 W. Grand Boulevard, Suite 4-002, Detroit, Michigan 48202
Conference Room 502-D
Conference Call Participation: 1-866-434-5269; Conference ID 426309

Persons who wish to join one of the public hearings via Microsoft Teams (morning session) or Zoom (afternoon session) may contact Dede Butlerworth at butlerworth@michigan.gov or (517) 335-6276 to receive a link that will allow them to join the hearing by computer at the scheduled time.

Persons who are unable or do not attend one of the public hearings may submit written comments by email to butlerworth@michigan.gov or to the address listed below through 6 p.m. February 24, 2023.

Prior to the hearing, the general public may obtain a copy of the FY 2023-24 Annual PHA Plan and Administrative Plan proposed changes by visiting MSHDA's website at www.michigan.gov/mshda.

Dede Butlerworth, Policy Manager
Michigan State Housing Development Authority
Rental Assistance and Homeless Solutions
P.O. Box 30044
Lansing, Michigan 48909

Persons with disabilities needing a reasonable accommodation to effectively participate in this Information Hearing should contact Kara Hart-Hegrich, Office of Legal Affairs, MSHDA at (517) 335-2273 or (855) 846-7432 at least 7 days prior to the meeting date.

Gary Heide
Acting Executive Director

MSHDA is an Equal Opportunity Employer and an Equal Opportunity Lender.

NOTICE OF PUBLIC HEARING

Michigan Department of Civil Rights
Michigan Civil Rights Commission

Administrative Rules for Organization, Practice, and Procedure
Monday, January 23, 2023 - 01:30 PM
Room L-150 and Zoom Virtual Room
Cadillac Place, 3054 West Grand Blvd., Room L-150, Detroit, Michigan 48202

Zoom Webinar Link: <https://us02web.zoom.us/j/8462592924?pwd=SU05M0p0eUJRRjRlZlR1bnh0QlZkdz09>
Passcode: 799845

To join by telephone: 866-434-5263 Conference code: 434959

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Comments on these proposed rules may be made at the hearing, by mail, or by electronic mail at the following addresses until January 23, 2023 at 11:59 PM.

Mail comments to:
Michigan Department of Civil Rights
Attention: Loretta B. Satchel, Esq.
Cadillac Place, 3054 West Grand Blvd.,
Detroit, Michigan 48202

E-mail comments to MDCRC-CommissionRules-Public-Comment@michigan.gov

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