Fair Practices

Martin O'Malley, Governor Anthony G. Brown, Lt. Governor Alexander M. Sanchez, Secretary

DEPARTMENT OF LABOR, LICENSING AND REGULATION

November 2009

Happy Thanksgiving!

Thanksgiving Day presently celebrated on the fourth Thursday in November, has been an annual tradition in the United States since 1863. It did not become a federal holiday until 1941. Thanksgiving was historically a religious observation to give thanks to Jesus, and is still celebrated as such by some religious families, but it is now considered a secular holiday as well.

Most Americans celebrate by gathering at home with family or friends for a holiday feast. Though the holiday's origins can be traced to harvest festivals which have been celebrated in many cultures since ancient times, the American holiday is tied to the deliverance of the English settlers by Native Americans after the harsh winter at Plymouth, Massachusetts and that event has become the pre-eminent foundation story for English North America.

The first recorded Thanksgiving ceremony took place on September 8, 1565, when 600 Spanish settlers, under the leadership of Pedro Menéndez de Avilés, landed at what is now St. Augustine, Florida, and immediately held a Mass of Thanksgiving for their safe delivery to the New World; there followed a feast and celebration. As the La Florida colony did become part of the United States, this can be classified as the first Thanksgiving, although it was not a harvest festival. The modern Thanksgiving holiday traces its origins from a 1621 celebration at the Plymouth Plantation, where the Plymouth settlers held a harvest feast after a successful growing season. It is this iconic event that is generally referred to as the "First Thanksgiving."

The first Thanksgiving designated by the national government of the United States was observed in 1789 with a proclamation signed by President George Washington on October 3 declaring Thursday, November 26, 1789 Thanksgiving Day in the U.S. Subsequently each year thereafter a Presidential Proclamation was made by the sitting President recognizing the final Thursday in November as Thanksgiving Day. But in 1939, President Franklin D. Roosevelt broke with this tradition. November had five Thursdays that year, and Roosevelt declared the fourth Thursday as Thanksgiving rather than the fifth one. In 1940, in which November had four Thursdays, he declared the third one as Thanksgiving. Although many popular histories state otherwise, he made clear that his plan was to establish it on the next-to-last Thursday in the month instead of the last one.



However, many localities had made a tradition of celebrating on the last Thursday, and since a presidential declaration of Thanksgiving Day was not legally binding, it was widely disregarded.

The U.S. Congress in 1941 split the difference and passed a bill requiring that Thanksgiving be observed annually on the fourth Thursday of November, which was sometimes the last Thursday and sometimes (less frequently) the next to last. On December 26 of that year President Roosevelt signed this bill, for the first time making the date of Thanksgiving a matter of federal law.

In the United States, certain kinds of food are traditionally served at Thanksgiving meals. Firstly, baked or roasted turkey is usually the featured item on any Thanksgiving feast table (so much so that Thanksgiving is sometimes referred to as "Turkey Day"). Stuffing, mashed potatoes with gravy, sweet potatoes, cranberry sauce, sweet corn, other fall vegetables, and pumpkin pie are commonly associated with Thanksgiving dinner. All of these are actually native to the Americas or were introduced as a new food source to the Europeans when they arrived.

This year Thanksgiving Day will be observed on Thursday, November 26, 2009. Be sure to spend that time giving thanks with family and friends and also take time to help those who may be less fortunate. Even in these tough economic times you don't have to look far to find something to be thankful for.



Holiday Blues

The recession that we've been feeling for some months is probably deepening. Not a day goes by without news reports of hiring freezes, layoffs, wage freezes, and reorganizations. We have replaced the challenges of the go-go years when it was impossible to hire and retain good staff. Conditions are not likely to be any better in the next year, so we'd better get used to it. It's no fun and we don't like it, but it is reality.

The holidays are supposed to be a joyful time of good cheer and optimistic hopes. Yet, it is not unusual for many of us to feel sad or lonely during the holiday period between Thanksgiving and the December Holiday season. This is the time of year when it seems that just about everyone in the world is celebrating in some way. There are many causes for holiday blues. While they may be intense and unsettling, holiday blues are usually short-lived, lasting for a few days to a few weeks prior to or just after the holiday. The good news is the holiday blues usually subside after the holiday season is over and daily routines are resumed.

Many factors may contribute to the holiday blues:

- increased stress
- fatique
- unrealistic expectations
- inability to be with family
- memories of past holiday celebrations
- over commercialization
- change in diet
- change in daily routines

There is a long list of recommended Do's and Don'ts for managing your holiday blues. The most important things to remember are: it's a normal response to a stress-filled time of the year, and you don't have to suffer unnecessarily. Find someone to talk with who can help you through this difficult time -- a family member, friend, member of the clergy, or a physician or professional counselor. Here are few tips to help you make it through this holiday season:

Do follow the three basics for good health:

- ...eat right.
- ... get plenty of rest.
- ...exercise regularly.

Do set realistic goals:

- ...organize your time.
- ...make lists.
- ...prioritize.
- ...make a budget and follow it.

Do let go of the past and create new or different ways to celebrate.

Do allow yourself to feel sad, lonely or melancholy -- these are normal feelings, particularly at holiday times.

Do something for someone else.

Do enjoy activities that are free.

Do spend time with people who care about you.

Do spend time with new people or a different set of friends or family.

Do contact someone with whom you have lost

Do give yourself a break -- plan to prepare (or buy) one special meal, purchase one special gift, and take in one special event. The rest can be ordinary, but will seem special because of the time of year and the people you're with.

Do treat yourself as a special holiday guest.

Don't overindulge in holiday foods, especially those that are high in sugar and fat.

Don't have unrealistic expectations of yourself or others.

Don't dwell on the past.

Don't focus on what you don't have.

Don't spend money you don't have.

The feeling that you are not in control is what causes the Holiday Blues. You may think it's all the work you've got, but consider: You'd be just as stressed if the world was collapsing and you had nothing to do. So relax and enjoy the Holidavs.

November is Lung Cancer Awareness Month



Here are some fast facts regarding tobacco...

The BIG Three ingredients in tobacco are:

Nicotine - Powerful poison, addictive, constricts the blood vessels decreasing the body's ability to react to temperature changes and increases wrinkles.

Tar - Coats the lungs with soot, stains teeth and fingernails, and sticks to hair, clothing, curtains, or furnishings.

Carbon Monoxide - Basically car exhaust fumes. Deprives the body of oxygen, which is necessary for survival.

- Over 4,000 chemicals have been identified in cigarette smoke.
- Many of these chemicals are labeled as carcinogens (proven to cause cancer) or they increase the risk of birth defects. (A recent study found that infants are 3 times more likely to die from Sudden Infant Death Syndrome (SIDS) if their mother smokes during and after pregnancy.)
- Nicotine, the addictive chemical in tobacco, takes
 7-10 seconds to reach the brain and is more addictive than cocaine and heroin.
- Cigarette smoking is the single most preventable cause of death in the United States.
- Secondhand smoke increases the number of asthma attacks and the severity of asthma in children.

Take part in the Great American Smokeout on Thursday, November 19, 2009. Quit smoking at least for one day.

For more information log onto www.cancer.org

November Fun Facts



November is the 11th month of the year in the Gregorian calendar and one of four Gregorian months with the length of 30 days. November retained its name (from the Latin *novem* meaning "nine") when January and February were added to the Roman calendar.

Important November Dates:

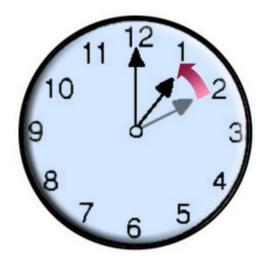
- All Saints Day (November 1)
- Daylight Savings Time Ends (November 1)
- Use Your Common Sense Day (November 4)
- National Men Make Dinner Day (November 5)
- Veterans Day (November 11, DLLR Closed)
- Great American Smokeout (November 19)
- Children's Day (November 20)
- National Family Volunteer Day (November 21)
- Thanksgiving Day (November 26)
- American Education Week (November 15-21)
- National Hunger & Homeless Awareness
 Week (November 15-21)
- National Family Week (November 22-28)
- Lung Cancer Awareness Month
- National AIDS Awareness Month
- Sweet Potato Awareness Month

For more unique observances check out, www.brownielocks.com.



1100 N. Eutaw Street, Rm. 214 Baltimore, Maryland 21201 410-230-6319 (General) 410-225-3282 (Fax) 410-225-7039 (TTY)

Why do we "Fall Back"?



What is Daylight Saving Time?

Daylight Saving Time, or DST, is the period of the year when clocks are moved one hour ahead. In the United States, this has the effect of creating more sunlit hours in the evening during months when the weather is the warmest. We advance our clocks ahead one hour at the beginning of DST, and move them back one hour ("spring forward, fall back") when we return to Standard Time (ST). This has the effect of moving one hour of daylight from the morning to the evening.

DST was formally introduced in the United States in 1918. Today, most of the country and its territories observe DST. However, DST is not observed in Hawaii, American Samoa, Guam, Puerto Rico, the Virgin Islands and the state of Arizona (with the exception of the Navajo Indian Reservation, which does observe DST).

Daylight Saving Time and time zones are regulated by the U. S. Department of Transportation, not by the National Institute of Science and Technology (NIST). However, as an official timekeeper for the United States, NIST observes all rules regarding DST when it distributes time-of-day information to the public.

What are the current rules for Daylight Saving Time?

The rules for DST changed in 2007 for the first time in more than 20 years. The new changes were enacted by the Energy Policy Act of 2005, which extended the length of DST in the interest of reducing energy consumption. The new rules increased the duration of DST by about one month. DST will now be in effect for 238 days, or about 65% of the year, although Congress retained the right to revert to the prior law should the change prove unpopular or if energy savings are not significant. At present, Daylight Saving Time in the United States

- Begins at 2:00 a.m. on the second Sunday of March and
- Ends at 2:00 a.m. on the first Sunday of November

In 2009, DST is from 2:00 a.m. (local time) on March 8th until 2:00 a.m. (local time) on November 1st.

In 2010, DST is from 2:00 a.m. (local time) on March 14th until 2:00 a.m. (local time) on November 7th.

Be sure to set you clocks back on hour on November 1, 2009 at 2:00 a.m. or risk being an hour early for work. Also take this time to check and replace your smoke and carbon monoxide detectors.