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The New York Times



Over the past decade, coffee shops have proliferated across Ukraine. In Kyiv, kiosks selling mochas for less than \$2 are common.

As Maine Ages, Immigrants Pick Up Labor Slack

By JEANNA SMIALEK

WASHINGTON — Maine has a lot of lobsters. It also has a lot of older people, ones who are less and less willing and able to catch, clean and sell the crustaceans that make up a \$1 billion industry for the state. Companies are turning to foreign-born workers to bridge the divide.

“Folks born in Maine are generally not looking for manufacturing work, especially in food manufacturing,” said Ben Conniff, a founder of Luke’s Lobster, explaining that the firm’s lobster processing plant has been staffed mostly by immigrants since it opened in 2013, and that foreign-born workers help keep “the natural resources economy going.”

Maine has the oldest population

Border Crossings Strain States, but Economy Could Get a Boost

of any U.S. state, with a median age of 45.1. As America overall ages, the state offers a preview of what that could look like economically — and the critical role that immigrants are likely to play in filling the labor market holes that will be created as native-born workers retire.

Nationally, immigration is expected to become an increasingly critical source of new workers and economic vibrancy in the coming decades.

It’s a silver lining at a time when

huge immigrant flows that started in 2022 are straining state and local resources across the country and drawing political backlash. While the influx may pose near-term challenges, it is also lifting the American economy’s potential. Employers today are managing to hire rapidly partly because of the incoming labor supply. The Congressional Budget Office has already revised up both its population and its economic growth projections for the next decade in light of the wave of newcomers.

In Maine, companies are already beginning to look to immigrants to fill labor force gaps on factory floors and in skilled trades alike as native-born employees either leave the work force or barrel toward retirement.

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Coffee Means Connection, Even in War

By CONSTANT MÉHEUT and DARIA MITIUK

KYIV, Ukraine — When Russian tanks first rolled into Ukraine more than two years ago, Artem Vradii was sure his business was bound to suffer.

“Who would think about coffee in this situation?” thought Mr. Vradii, the co-founder of a Kyiv coffee roastery named Mad Heads. “Nobody would care.”

But over the next few days after the invasion began, he started receiving messages from Ukrainian soldiers. One asked for bags of ground coffee because he could not stand the energy drinks supplied by the army. Another simply requested beans: He had taken his own grinder to the front.

“I was really shocked,” Mr. Vradii said in a recent interview at his roastery, a 40-foot-high brick building buzzing with the sound of grinding coffee and filled with the smell of freshly ground beans. “Despite the war, people were still thinking about coffee. They could leave their homes, their habits. But they could not live without coffee.”

The soldiers’ requests are just one facet of a little-known cornerstone of the Ukrainian lifestyle today: its vibrant coffee culture.

Over the past decade, coffee shops have proliferated across Ukraine, in cities large and small. That is particularly true in Kyiv, the capital, where small coffee kiosks staffed by trained baristas serving tasty mochas for less than \$2 have become a fix-

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Chadai Gatembo, who came to Maine two years ago, hopes to become a full-fledged lobsterman.



Chenda Chamreoun, who moved to Maine in 2013, is a supervisor at a lobster plant in Saco.

State Bans on D.E.I. Prompt Universities to Rebrand Their Efforts

By STEPHANIE SAUL

At the University of Tennessee, the campus D.E.I. program is now called the Division of Access and Engagement.

Louisiana State University also rebranded its diversity office after Jeff Landry, a Trump-backed Republican, was elected governor last fall. Its Division of Inclusion, Civil Rights and Title IX is now

called the Division of Engagement, Civil Rights and Title IX.

And at the University of Oklahoma, the diversity office is now the Division of Access and Opportunity.

In what appears to be an effort to placate, or even head fake, opponents of diversity and equity programs, university officials are relaunching their D.E.I. offices under different names, changing

Dealing With a Test of Falling Enrollment

the titles of officials, and rewriting requirements to eliminate words like “diversity” and “equity.” In some cases, only the words have changed.

For some universities, the op-

position to diversity programs comes at a challenging time. They face an incoming student shortage, the result of declining birthrates and skepticism of the value of an expensive college degree. Others are worried about how the ban on race-conscious admissions will affect the complexion of their campuses.

In either case, many college of-

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U.S. Says Iran Plans to Strike Sites in Israel

Tehran Seeks Hit That Won’t Widen Battle

This article is by Eric Schmitt, Farnaz Fassihi, Aaron Boxerman and Thomas Fuller.

American intelligence analysts and officials said on Friday that they expected Iran to strike multiple targets inside Israel within the next few days in retaliation for an Israeli bombing in the Syrian capital on April 1 that killed several senior Iranian commanders.

The United States, Israel’s pre-eminent ally, has military forces in several places across the Middle East. But Iran is not expected to target them in order to avoid a direct conflict with the United States, according to U.S. and Iranian officials who spoke anonymously about intelligence gathered on the expected attacks, which they were not authorized to discuss publicly.

Any Iranian strike inside Israel would be a watershed moment in the decades of hostilities between the two nations that would most likely open a volatile new chapter in the region. Israel and Iran do not maintain any direct channels of communication, making the chances far greater that each side could misread the other’s intentions. And an Iranian attack would heighten the risk of a wider conflict that could drag in multiple countries, including the United States.

In remarks to reporters on Friday, President Biden said that he expected a military attack against Israel “sooner than later,” and that his message to Iran was “don’t.”

“We are devoted to the defense of Israel,” he added. “We will support Israel. We will help defend Israel and Iran will not succeed.”

In anticipation of an Iranian strike, several countries, including the United States, have issued new guidelines to their citizens for travel in Israel and the surrounding region. The Israeli military said its forces were on high alert.

The U.S. State Department

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THE WEATHER

Today, windy, cool, clouds and a little sun, showers, high 55. Tonight, clear, chilly, low 46. Tomorrow, milder, sun giving way to clouds, showers late, high 68. Weather map, Page B12.

Trump Scorn Could Rattle Spy Agencies

On a Collision Course if He Regains Power

This article is by Charlie Savage, Julian E. Barnes and Alan Feuer.

WASHINGTON — Even as president, Donald J. Trump flaunted his animosity for intelligence officials, portraying them as part of a politicized “deep state” out to get him. And since he left office, that distrust has grown into outright hostility, with potentially serious implications for national security should he be elected again.

Citing his belief that his 2016 campaign had been spied on by the intelligence community, Mr. Trump on Wednesday urged his House allies to “kill” a bill that would extend an expiring surveillance law that national security officials say is crucial to their ability to gather foreign intelligence and fight terrorism on behalf of the country. The House approved the legislation on Friday only after Republicans revised it to ensure that Mr. Trump would get another crack at shaping it to his liking if he wins the presidency again.

Indicted last year on charges of hoarding classified documents after leaving office and obstructing efforts to retrieve them, Mr. Trump has also translated his anger into legal arguments, telling a federal court that there is no reason to believe the “meritless claims” of agencies like the C.I.A. regarding the “alleged sensitivities” of the files.

Intelligence agencies have shown a bias against Mr. Trump since the first impeachment against him, his lawyers have argued in the classified docu-

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FISA RENEWAL The House reauthorized the warrantless surveillance law for two years. PAGE A10



Candace King with a virtual host at SanSan Ramen in New York.

Hello! I’m in the Philippines. What Would You Like to Eat?

By STEFANOS CHEN

At Sansan Chicken in Long Island City, Queens, the cashier beamed a wide smile and recommended the fried chicken sandwich.

Or maybe she suggested the tonkatsu — it was hard to tell, because the internet connection from her home in the Philippines was spotty.

Romy, who declined to give her last name, is one of 12 virtual assistants greeting customers at a handful of restaurants in New York City, from halfway across the world.

The virtual hosts could be the vanguard of a rapidly changing

restaurant industry, as small-business owners seek relief from rising commercial rents and high inflation. Others see a model ripe for abuse: The remote workers are paid \$3 an hour, according to their management company, while the minimum wage in the city is \$16.

The workers, all based in the Philippines and projected onto flat-screen monitors via Zoom, are summoned when an often unwitting customer approaches. Despite a 12-hour time difference with the New York lunch crowd, they offer warm greetings, ex-

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INTERNATIONAL A4-8

Victory Lap for French Mayor



the long-struggling city. The Saturday Profile.

Myanmar Rebels Advance

The fall of Myawaddy was one of the most significant gains by resistance forces since a 2021 coup.

BUSINESS B1-6

Drilling Fees Increase

The Biden administration raised the rates that fossil fuel companies must pay for drilling on public lands, for the first time since 1920.

A.I. Pin Wants to Set You Free

The \$700 device can be helpful — until it struggles with tasks like doing math and crafting sandwich recipes.

TRAVEL C9-10

36 Hours in San Juan

After years of difficulties, Puerto Rico’s energetic capital is drawing tourists in record numbers.

NATIONAL A9-18

Battling Illegal Weed Shops



a problem more complex than originally thought.

A G.O.P. Divide on Abortion

Fractures are emerging among conservative and centrist women as they confront new restrictions.

OBITUARIES A19, 22

Earnest News Anchor for PBS

With his longtime co-host, Jim Lehrer, Robert MacNeil delivered thoughtful reports that avoided the networks’ sensationalism. He was 93.

SPORTS B7-12

\$17,000 to Watch the Masters?

Teams, leagues and event organizers are pursuing enthusiasts with the promise of luxury and exclusivity.

New Era for U.S. Women

As the incoming coach of the national soccer team, Emma Hayes needs to hit the ground running.

ARTS C1-8

In Touch With His Emotions



The young singer and songwriter Wyatt Flores, in the midst of a rapid rise, is comfortable discussing mental health with his audiences.

OPINION A20-21

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