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New Year, New You!

Tips on Making the New Year Productive

WHAT YOU DO
TODAY
 CAN IMPROVE ALL
 YOUR TOMORROWS

For generations people have started off on January 1st making resolutions, promises and commitments that are either forgotten or broken within a short period of time and yield little in the way of results.

Most of us at one time or another have made countless resolutions and set a lifetime of goals at the start of a new year, few have taken hold. A recent article in Forbes magazine outlines a few adjustments to our daily morning routine which can make a world of difference when it comes to productivity, energy and self control. The

following are excerpts from the article in Forbs.

Researchers at the University of Nottingham recently published findings from studies on energy and self-control. What they found will change the way you start your day.

The researchers found that self-control and energy are not only intricately linked but also finite, daily resources that tire much like a muscle. Even though we don't always realize it, as the day goes on, we have increased difficulty exerting self-control and focusing on our work. As self-control wears out, we feel tired and find tasks to be more difficult and our mood sours.

This exhaustion of self-control kills your productivity, and it makes the morning hours, when self-control is highest, the most important hours of the day.

But the trick isn't just to spend your morning hours working; it's to do the right things in the morning that will make your energy and self-control last as long as possible.

These tips will help you transform your morning routine and set a positive tone that lasts the entire

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The American I Am
 Student Short Film Competition



The America I Am – The Statue Of Liberty National Monument & Ellis Island and the Tribeca Film Institute® Launch Student Film Competition

A Call for Creative Youth, in Celebration of the National Park Service Centennial, to Submit Short Films Exploring

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Around Town Community Calendar...



We want to help your events to be successful! If you belong to a group or community organization, send us your information and news. We will include them in them in our Around Town Community Calendar. Send your event information VIA E-MAIL to: info@cliftoninsider.com. Please note, all submissions must include the name of the sponsoring organization, the date, time, and location of the event, and a person to contact for more information regarding the event!

Young at Heart Club • The Young At Heart Senior Club Will Meet The First and Third Tuesday of the month at the fellowship hall of The First Presbyterian Church on Maplewood Ave. at 12:00 pm. Refreshments will be served from 11:00am to 12:30pm. The next meeting for The Young At Heart Club will be Tuesday, January 19th, 2016. The new time for all future meetings is now 12:00 noon. Come socialize, make new friends and play bingo. All are welcome to join the club. Be a guest for the day or go on our trips.

Upcoming Trips For 2016

1. Monday March 7th-2016-Hunterdon Hills Playhouse.-"Spreading It Around". - 2.Wednesday April 27th,2016-Trip and show-Jersey Dreamers(J.Z.)"That's Amore" at LA Neves-Haledon, NJ. Dancing/Singing. - 3. Wednesday May 4th, 2016-"Legends in Music-"Patsy Cline" a Comedian and Dancing-at Doolans/Spring Lake, NJ. - 4. Wednesday June 15th, 2016-Jefferson House at Lake Hopatcong, NJ. "A Day with Elvis"-Boat ride,good food-fun day. All trips leave from the Masonic Lodge at 1484-1510 Van Houten Ave. For more information & ticket prices call Lillian @ 973-779-5581.

ST. PAUL'S LEISURE CLUB • All St. Paul Leisure Club Meetings will be held at THE BOYS & GIRLS CLUB OF CLIFTON, ON CLIFTON AVENUE & COLFAX AVENUE UNTIL FURTHER NOTICE (Pending completion of our Church Elevator).

Our next meeting is Weds, December 9th at 1 p.m. at Boys & Girls Club of Clifton. Park in back parking lot and enter through back doors. We will have a short meeting followed by light refreshments and bingo.

New Camp Hope Schedule, Leisure Club Meetings and 2016 trips will be detailed in upcoming issues.

WEST PTERSON FIRST AID SQUAD AUXILIARY FISH N CHIPS DINNER

• Fish n Chips Dinner (chicken dinner on request) -Eat in or take out available - Wednesday, March 9, 2016 -Time: 4:30- 7:30 p.m. - American Legion Post #238 - 410 Mount Pleasant Ave, Woodland Park, NJ - Tickets: Adults: 16.00 children 10 and under \$8.00. You Must Specify fish or chicken and adult or child in advance by calling WPFAS at (973) 279-2500 mailbox #3 or by email: wpfasauxiliary@aol.com - Limited tickets will be sold at the door

ST. ANDREW'S 39'RS • Upcoming events: Atlantic City trips to Resorts casino are planned for January 21, February 18 and March 17, 2016. The cost is \$25 per person. The bus leaves from the back parking lot of St. Andrew the Apoatle Church, 400 Mt. Prospect Ave. Call 973-472-5273

VALLEY SENIORS • The Valley Seniors Social Club meets the first and third Thursday of the month at 11:30 am at the Masonic Temple 1484 Van Houten Avenue. Refreshments are served prior to the meeting from 10:30 to 11:30 am. For more information contact Ethel at 973-706-6164.

BOTANY VILLAGE SENIORS • The Botany Village Seniors will have the following trips: Wednesday January 20 Mt. Airy Casino in the Poconos - Wednesday February 17, Sands Casino, Bethlehem, PA - Wednesday March 16, Mohegan Sun Casino in Wilkes Barre, PA - Wednesday April 20, Sands Casino. All casino trips leave at 10 am from the Sacred Heart Church parking lot on Clifton Avenue Call Elda at 973-546-6369.

Send Us Your Events!
We Can Help Get The Word Out!
Editor@InsiderNewsNJ.com

HOW TO REACH US

<p>The Jersey Insider Passaic County Edition and The Jersey Insider Bergen Edition Published by</p> <p>CLIFTON INSIDER LLC P.O. BOX 764 CLIFTON, NJ 07015-0764 P: 973-865-7691 F: 973-773-8035 nveliky@InsiderNewsNJ.com Look for us on Facebook Editor & Publisher: Nicholas J . Veliky</p>	<p>Associate Editor: Sharon Veliky</p> <p>Feature Writers: Jeffrey Pompeo Esq. Victoria Veliky Don Torino</p> <p>Customer Service & Subscriptions: Call 973-865-7691</p> <p>Press Releases: Send to: Editor@InsidernewsNJ.com</p> <p>Subscription Change of Address: Write to CLIFTON INSIDER P.O. Box 764, Clifton NJ, 07015-0764</p> <p>Back Issues: Contact nveliky@InsiderNewsNJ.com</p>	<p>Advertising - Print & Online: For advertising rates, publication schedules, or to request a media kit, please contact us at: nveliky@InsiderNewsNJ.com or call 973-865-7691</p> <p><i>"Congress shall make no law respecting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances."</i></p> <p style="text-align: right;">The First Amendment to the U.S. Constitution</p>
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Assemblyman Giblin and Speaker Oliver Annual Toy Drive Huge Success



The Student Development and Campus Life Department of Montclair State University joined with Assemblyman Giblin and Assemblywoman Oliver for their 2015 Toy Drive. Over 300 toys and books were distributed to several organizations in District 34 (Clifton, East Orange, Montclair and Orange) including Montclair Child Development Corp., Moving Orange Forward and the Boys and Girls Club of Clifton. Items were also provided to East Orange Councilman Ted Green

and Clifton Councilwoman Lauren Murphy for distribution.

Lolita Cruz, Asm. Giblin Chief of Staff; Dr. Karen L. Pennington, V.P., Student Development and Campus Life (SDCL), Montclair State Univ.; Assemblyman Thomas P. Giblin; Julie Fleming, Asst. Dir. Student Involvement and Campus Life, Montclair State Univ.; George Silva, Asm. Giblin Legislative Aide and Emily Cordero, SDCL.

HOUSE CALLS

I Make House Calls. . .

JEFFREY POMPEO, ESQ.

DiFrancesco Bateman
jpompeo@newjerseylaw.net

Contact me to meet in your home or
Clifton, 1200 Rt. 46 West, Suite 130 - 973-458-9174
Warren, 15 Mountain Blvd. - 908-757-7800
Newton, 61 Spring Street, Suite A-2



Open for Business

by Nicholas J. Veliky

Over the holidays there were reports from across northern New Jersey of five different occurrences of stealing statues of baby Jesus from church Nativity scenes. We never did hear any resolution to the crimes and apparently only local law enforcement was involved in the investigations. Were these crimes ever treated as “hate crimes?” They certainly fit the criteria.

Clifton’s School 5 PTA has reported funds missing from their bank account and the prosecutor has been called in as well as the local authorities. Now you ask how much money could a grammar school PTA have in their bank account? After all, the funds come, for the most part, from fundraising events like tricky trays, bake sales etc. so how much money could there be? Apparently a lot more than you would think. According to an article in a local daily, the amount missing is said to be between \$20,000 and \$30,000 dollars. While the investigation continues the response from the School Superintendent’s office is that as independent entities, the responsibility for doing an annual audit and accounting for the funds lies on each individual PTA, not the school district. With such a large sum of student funds at stake perhaps it’s time for the district to put policy in place that would assure the security and accountability of student funds.

Congratulations to Jerry Friend the newest member of the Passaic Valley Water Commission representing the city of Clifton. Friend is no stranger to the City of Clifton leadership. His father Israel was mayor; he served as councilman and has also served as city attorney. Friend will certainly represent the city well. Along with his new position comes the responsibility of voting on the controversial plan to cover reservoirs owned by the water commission.

In late October the Insider reported on the deplorable conditions of two soft ball fields located in Weasel Brook Park in Clifton, Part of the Passaic County Park System. The fields were flooded, overgrown and in overall disrepair. Beside the fact that these fields are unsuitable for use by area residents, the real sad part of this story is that these fields were dedicated in 1946 by the Clifton Memorial Softball League in memory of their team members, who lost their lives in World War II. Word has it that Passaic County has a total renovation of the park is on the docket for 2016. We will report on the progress of the plans and project as soon as they are made available.

The Jersey
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Clifton Insider Letters to the Editor

Clifton Parks in Disrepair

To the Editor:

At the last monthly meeting of the Clifton Watchdog Group, the group decided that one of our goals would be to get our local parks restored. Over the last few weeks, residents have been taking pictures of the parks in their neighborhood and emailing the pictures to me (marysadrakula@aol.com) so that I may post the pictures on face book. Here is what we have discovered so far. Parks in all sections of Clifton are in dire need of improvement and some with very unsafe and deplorable conditions. To date, I have posted pictures of 10 parks. What the pictures show is all these parks are in various degrees of disrepair with the worse being Lowrry Park on William Street.

We have 2 parks (Skatezone which has been closed for 3 years and Gregory Manor) being used as a "free construction site" for a contractor doing sewer work in Clifton. All ten parks are in need of repair and conditions vary from missing signs, deteriorating basketball and tennis courts, bent football posts, fields badly in need of leveling, benches rusted and fall-

ing apart, crumbling dedication plaques, trees blocking pathways, huge pieces of concrete over ravines, missing or broken playground equipment, missing fences or fences falling down, graffiti lined parks, missing score board signs, lack of mulch under playground equipment, nails and screws visible near playground equipment and field houses that have deteriorated beyond the point of repair. The common thread is this is not confined to one area of Clifton but rather all over the city. What this has shown the public is the majority of our parks have been neglected for years with "band-aid fixes".

Parks act to define the shape and feel of a city and its neighborhoods. Parks enhance property values and have been shown to attract new home buyers to the area. Parks have also been shown to create safer neighborhoods with fewer violent and property crimes and where neighbors tend to support and protect one another. All of Clifton's parks need to be restored.

Clifton Watchdogs needs your help in documenting unsafe and deteriorating conditions at your neighborhood park. Please take pictures of

the park and either email the pictures to me at marysadrakula@aol.com; or post them on face book or send the pictures to me at 340 Dwasline Road Clifton, NJ 07012. Clifton Watchdog is committed to getting our parks restored to pristine condition. These parks belong to all the citizens of Clifton. Mark your calendars - the next meeting of the group will be on Mon Dec 7th at 7pm at the Allwood Library.

Mary Sadrakula
340 Dwasline Road

Editors Note: The writer is a former Clifton Councilwoman

Thank You!

To The Editor:

As the Publicity chairperson for several volunteer organizations in Clifton, I would like to extend my appreciation to you for your immeasurable support this past calendar year and previous years.

The coverage of many events were colorized or use of logo introduced as well. All the little extras added to the story and personalized the requests.

The following volunteer organizations benefited from your coverage; Clifton Cares, Relay for Life, Avenue of Flags, Clifton Veterans Committee and New Vision Pioneers. Fundraisers for all of these organizations were successful because your coverage brought the citizens to the events.

It was my pleasure to bring the press releases to you and

I appreciate your continuing support as you share these events with the citizens of Clifton.

I look forward to working with again in 2016..

Happy Holidays

Chris Liszner
Clifton

Military Service a Must!

To the Editor:

Since the president of the United States is also Commander in Chief of all military branches of the country it would therefore follow that all candidates for the office be required to have served in one of the military branches. It would also be required that no form of deferment be allowed.

If candidates really want to run for office, they will have to serve in the military to learn and really understand the working of the military and the meaning of being the Commander in Chief.

Lets change the requirements to include military service.

Very truly yours,
Alice J. Dymek
Clifton

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Clifton Relay for Life Kickoff January 23

Join the Clifton Relay for Life committee at the Shannon Rose to Celebrate the American Cancer Society's 12th Annual Relay for Life "The Relay of Champions."

The theme of the 12th annual Relay for Life Clifton, in keeping with the Summer Olympics, is Relay of Champions. volunteers are needed to organize a teams. Join us at our kickoff on Saturday, January 23, 2016 at 12 noon hosted by The Shannon Rose - 98 Kingsland Road Clifton. Learn about Relay, meet some new friends, hear stories and enjoy light refreshments.

The 12th Annual Relay for Life of Clifton will be held on Saturday, June 11 3PM to Sunday June 12, 2016 6AM. This year the relay is returning to Clifton Stadium!!

The American Cancer Society's Relay for Life is an event that brings the community together to help the American Cancer Society create a world with less cancer and more birthdays.

For more information on the Relay For Life of Clifton, please visit www.relayforlife.org/cliftonnj or contact Edward Ahart at the American Cancer Society 973-285-8041

For 24-hour cancer information, please call toll free 1 800ACS-2345 or visit www.cancer.org.

The opinions and views expressed in the letters to the editor are not necessarily those shared by the Jersey Insider. Letters to The Editor Policy: Submission of Letters to the Jersey Insider Letters to the Editor does not guarantee publication. Letters may be edited. Letters submitted may be published in print or in electronic format.



The Legal Insider

Employment Law:

What is Reasonable Accommodation?

By JEFFREY W. POMPEO, ESQ.

Federal and state employment laws, including the federal Americans With Disabilities Act (ADA) and New Jersey Law Against Discrimination (LAD), are designed to prevent discrimination against “disabled” workers and to provide them with legal rights and remedies with respect to the terms, conditions and privileges of employment (including hiring, promotion, discharge, compensation, training, etc.). Such laws also prescribe penalties for employers who violate the rights of disabled

workers.

APPLICATION

The ADA and its amendment cover employers with fifteen or more employees, while the LAD covers employers with one or more employees.

DISABILITY

Under the ADA and its amendment, disability includes, among other things, a physical or mental impairment that “substantially limits” a major life activity (such as performing manual tasks, seeing, hearing, walking, lift-

ing, bending, learning, etc.). Examples include cosmetic disfigurement, learning disability, emotional illness, alcoholism and drug addiction (but not illegal drug use).

The definition of disability under the LAD focuses, among other things, on physical disability, infirmity, malformation or disfigurement caused by bodily injury, birth defect or illness, as well as certain mental, psychological or developmental conditions. Chronic or periodic psychiatric conditions, including those that do not manifest



themselves due to medication or remission, may also be disabilities. Personality traits, such as irritability, poor judgment and chronic lateness, are not mental impairments and, therefore, are not disabilities.

REASONABLE ACCOMMODATION

One form of discrimination that is prohibited is an employer’s failure or refusal to “accommodate” a disabled employee.

A “reasonable” accommodation is required by law and enables a qualified individual with a disability to perform the essential functions of the job or enjoy equal benefits

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Electronic Waste Management for Clifton Residents



It has come to the attention of the Clifton Health Department that there is confusion of how to properly dispose of or recycle electronic devices. Electronic devices consist of monitors, computers, keyboards, stereos, radios, telephone systems, VCR's, televisions, printers, etc. The Electronic Waste Management Act, N.J.S.A. 13.1E-99.94, states it is unlawful for electronics to be placed at curbside. Failure to comply with this statute may result in a violation. These items are the homeowner's responsibility to recycle, and will not be collected with your garbage. Please DO NOT place electronic items at the curb. Clifton residents may drop off old electronics at the Clifton Department of Public Works at 307 East 7th Street, Clifton, New Jersey 07011. You may contact them at 973-470-2239 if you have any

questions. Residents also have the option of donating electronics to a charity or make arrangements with department stores and electronic retailers when purchasing a new item. Some organizations that will accept electronic items as donations are: Vietnam Veterans of America: 1-800-775-8387 – they will collect electronics and other items from residents. Salvation Army: 1-800-958-7825 – they will enter resident's home for collection. Passaic County - sponsors Electronic Collection Days – please call County for dates at 973-305-5738 FREecycle.ORG - Residents who have good working TV's and other electronics can register on line with FREecycle.ORG The Clifton Health Department is now on Facebook!

Scholarship Beefsteak

St. Philip The Apostle Knights of Columbus Council 11671 is sponsoring a Beefsteak dinner fundraiser benefiting the Msgr. Peter Doody Scholarship Fund. This scholarship provides funds for St. Philip's students continuing their education at

a Catholic High School and provides as needed tuition assistance to needy S. Philip's Students. This year's dinner will be held on Saturday January 30th in the St. Philip's auditorium at 7:00pm. Ticket are \$35.00 and are available by contacting Grand Knight Rich Donkersloot E-mail: rdonkersloot@verizon.net Phone: 973-650-3327.

Clifton's Centennial Plans Underway Beefsteak to Kickoff the Celebration April 17th

Clifton will be celebrating its Centennial in 2017, 100 years in the making. The first event to kickoff Clifton's Centennial celebration will be a beefsteak to be held on Sunday, April 17, 2016.

Vivian Lalumia and Elaine Yaccarino are the chairpersons of the beefsteak event with the assistance of many volunteers serving on the Beefsteak Committee.

This family event will be held at the Boys and Girls Club from 4 PM to 8PM. The beefsteak is being catered by Clifton's own Hap Nightingale . Chicken will also be available for children 5 and under.

Tickets are \$35 for adults, \$15 for children 6-12 and children under 5 are free. Tickets

are available by calling ticket chairperson, Norma Smith at 973 744- 5707 and at the Clifton City Clerk's office. All tickets must be purchased in advance. Checks should be payable to Clifton Centennial . The Committee promises an enjoyable day for families with music and entertainment to get all in attendance in the 100th Centennial spirit!

The Centennial Celebration is a once in a lifetime opportunity for all Clifton residents to support and participate in.

Donations to defer the costs of the Centennial are graciously being sought and greatly appreciated. Many fundraisers are in the planning stage such as remembrance sun catchers, teddy bears, plates and an Ad Jour-

nal. Many trips and events are also being planned by The Special Events Committee to mark Clifton's Milestone. John DeGraaf is Chairperson of the celebration committee.

Trips being considered are to Ellis Island, 911 Memorial, Chelsea Piers, Intrepid Museum, Yankee or Met Night. Other events being planned are an Ecumenical Service, International Food and Cultural Festival, Professional Concert Series, Vintage baseball game and the, US Army Band of West Point concert.

The committee has a very aggressive schedule for celebrating Clifton's 100 anniversary, watch for more events and information.

St. Philip Knights of Columbus Supports Veterans



St. Philip the Apostle Knights of Columbus Council 11671 recently presented checks to Mayor Jim Anzaldi in support of the annual Veteran's Day parade and to Liz Gagnon representing Clifton Cares. Clifton Cares is a local all volunteer organization which supplies and ships needed personal items to our service personnel overseas.



Nature in Your Backyard

BY DON TORINO

Certified Wildlife Garden Program . . .

BERGEN COUNTY AUDUBON SOCIETY ANNOUNCES CERTIFIED WILDLIFE GARDEN PROGRAM

become surrounded by suburban over development and landscaped with foreign plant species. This has stressed our birds, butterflies and pollinator population to their



For All of Us that have grown up or have lived anywhere in New Jersey for any length of time we all know far too well how much natural surroundings we have lost over the years. Today our preserved natural areas have become a quilt work of fragmented fields and forests that have

limits with little left with for their battle for survival. New Jersey may be the first state to reach "buildout" which simply means that one day that all land in the garden state will be either built on or preserved and that will be it. In the end that will leave us with vast areas of wasteland when it comes to wildlife unless we

save the landscape in which we live.

In a concerted effort to connect and expand our forests, nature centers and preserves with a series of stepping-stones that benefit migratory birds, butterflies and other wildlife Bergen County Audubon is introducing a new program that the entire community can take part in. Our new Certified Wildlife Garden program will allow homeowners, communities, schools, businesses, places of worship, nature centers and others anywhere in New Jersey to have their gardens that benefit wildlife certified by Bergen County Audubon Society. These certified gardens that will be based primarily on the diversity of native plants in the landscape which are the foundation of a healthy wildlife habitat. This program will help create and track wildlife environments that will ultimately form rest-stops that will benefit not only our year round wildlife but the migratory species well.

Although I have worked on



habitat restoration projects for many years, the importance of preserving our backyard ecosystems was brought home to me this past summer. A BCAS volunteer was participating in our annual Monarch tagging pro-

We were taken back when we found out that the butterflies that were tagged in his garden in Palisades Park showed up a few days later in another BCAS members butterfly garden in Hackensack proving our point that every



gram, a program in which the Monarch butterflies are tagged with a number to track their annual migration.

backyard habitat is important. We knew then we had find a way to get as many

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Help the Backyard Birds This Winter

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people on board to restore the ecology of all our backyards.

Certified gardens will be given a number and marked on a map to illustrate wildlife areas that have been created. The map will be available on our website Bergencounty-audubon.org Upon completion and submission of your application it will be reviewed, and if approved, you will be awarded a certificate for your efforts. The certificate will be emailed to you free of charge. Also lawn signs maybe provided for

free on a limited basis.

This is something we all can do today; , we will not need to write letters, call our representatives or a hold picket sign. No matter the size of your yard you have the power to turn it into a beautiful landscape that benefits our birds and butterflies and will help our future generations of both people and wildlife live in a much healthier and happier community.

Throughout 2016 we will be giving seminars on how to create certified Wildlife gardens that will help our birds and butterflies and also make our community a better place for all of us to live.



To download an application for certification and our wildlife garden brochure go to <http://www.bergencounty-audubon.org/cwg/> Please contact me if you need more info greaatuk4@gmail.com or call 201-230-4983

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Relay For Life of Clifton - KICK OFF EVENT
January 23, 2016 @ 12:00 PM
The Shannon Rose
98 Kingsland Road, Clifton, NJ 07014

Relay of Champions

**In the spirit of the Olympic Games, you are invited to the kick-off event for
 Relay For Life of Clifton!**

Games, Food, and all things Relay!

This year we are being hosted by our friends at The Shannon Rose!



RSVP to Ed Ahart at
edward.ahart@cancer.org, 973.285.8041
www.relayforlife.org/CliftonNJ



The American I Am A Short Film Competition

Continued from page 1

Their Personal Connection to the American Experience

New York, NY – The National Park Service and Tribeca Film Institute have launched The America I Am (TAIA), a film competition for young people across the country. The cinema contest invites youth, ages 18 and under, to create and share a personal film of up to five minutes in length that explores their American experience. The contest is designed to uncover the stories of young Americans of all backgrounds in

order to better understand our shared culture and history.

Entries can be submitted through February 12, 2016 via the TAIA project's website: www.theamericaiam.org A jury of film professionals will select five winners. The selected youth filmmakers will be mentored by industry professionals before their short films premiere at a special Tribeca Film Institute Red Carpet event during the 2016 Tribeca Film Festival®. The films will also be shown at the NPS Centennial Cele-

bration event during National Park Week, April 16-24, at the Statue of Liberty National Monument and Ellis Island.

"We're thrilled to collaborate with Tribeca Film Institute and excited to see America through the eyes of the next generation of storytellers," said John Piltzecker, Superintendent, Statue of Liberty National Monument and Ellis Island.

"We're proud to partner with National Park Service for the The America I Am competition," said Anna Ponder, executive director of TFI. "We look forward to seeing young people's perspectives on American history and culture, and we are excited to give them the opportunity to

have their work seen by industry leaders at our special event during the 2016 Tribeca Film Festival."

The National Park Service Centennial goal is to connect with and create the next generation of park visitors, supporters, and advocates. Tribeca Film Institute's education programs empower students through hands-on training and socially relevant films, offering young people the civic skills to be creative, active members of society. With the two organizations headquartered at Statue of Liberty National Monument and in Lower Manhattan, respectively, this New-York-City-based partnership was a natural fit.



How can you enter? The America I Am competition will be accepting youth film entries through Friday, February 12, 2016. For more info, please see: <http://www.theamericaiam.org>

What is Reasonable Accommodation?

Continued from page 5

and privileges of employment as other employees.

Examples of reasonable accommodation include modifying the employee's workspace; providing certain equipment; restructuring the job (such as the removal of "non-essential" functions); permitting a part time work schedule or telecommuting, and modifying policies (such as allowing food at the employee's work station).

A reasonable accommodation for a disabled employee is not required if it imposes an "undue hardship" on the employer, in other words, a significant expense or difficulty in light of the cost, type of operation, ability of other employees to perform their jobs and the employer's ability to conduct business.

In this context, an employer

has a burden to engage in a dialogue with the employee (referred to as the "interactive process") in order to define the essential functions of the employee's job; determine what accommodations are reasonable; consider the undue hardship on the employer, etc.

A reasonable accommodation does not mean the "best" accommodation. For example, a disabled employee's request for a \$5,000 piece of equipment to allow them to perform their job is not likely to be considered reasonable if a \$300 piece of equipment will be equally effective.

PREGNANCY

Federal and state laws also prohibit pregnancy discrimination. The federal Pregnancy Discrimination Act (PDA), which applies to em-

ployers with fifteen or more employees, requires an employer to treat pregnant employees like other employees who are similar in their ability or inability to work and, thus, prevents employers from excluding pregnant women from the work force.

The New Jersey Pregnant Worker's Fairness Act ("PWFA"), which applies to all employers regardless of the number of employees, requires employers to accommodate employees who experience normal pregnancies when the employee would benefit from such accommodations in completing a healthy pregnancy. The PWFA also requires employers to accommodate pregnant employees regardless of whether they are "disabled" or otherwise unable to perform an aspect of their job.

The pregnant employee must request the accommodation from the employer and must do so based on the advice of her physician.

Accommodations under the PWFA include, among other things, bathroom breaks, periodic rest, restructuring of the job, a modified work schedule and assistance with manual tasks.

SOURCE: "Workplace Accommodations and Leave," NJ Institute for Continuing Legal Education, 2015.



Jeffrey W. Pompeo, Esq. is an attorney with the law firm of DiFrancesco, Bateman, Kunzman, Davis, Lehrer & Flaum, P.C. in Warren, Somerset County (908-757-7800) and Clifton, Passaic County (973-458-9174). Jeff has been a member of the New Jersey Bar since 1982 and has been a columnist for Jersey Insider since 2005. He was the host of the game show "In the Know" and host and producer of the television show "Close Up". He can be reached at jpompeo@newjerseylaw.net.



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Thursdays at 9pm, Cablevision Channel
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Assemblyman Thomas P. Giblin would like to remind all of his constituents that their suggestions are very important to him. Many ideas for the creation of New Jersey Laws come from citizens of all walks of life. If you have an idea for new legislation that would benefit this state, please do not hesitate to share your thoughts with his Legislative office at 973-779-3125 or e-mail us at AsmGiblin@njleg.org.

It is truly his privilege to serve the people of the 34th Legislative District.

1333 Broad Street, Clifton, NJ.
973-779-3125



1313 Van Houten Avenue
Clifton, NJ 07013
Phone: 973-546-2000
Fax: 973-779-3749
Timothy J. Bizub, Mgr.
Lic. No. 4022

515 Lexington Avenue
Clifton, NJ 07011
Phone: 973-777-4332
Fax: 973-772-0108
Thomas J. Bizub, Mgr.
Lic. No. 2732

www.bizub.com

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East Jersey Trout Unlimited Fly Tying Course



East Jersey Trout Unlimited Fly Tying Course will be offered February 9th.

East Jersey Trout Unlimited is holding a fly tying course for beginners and advanced at Wayne Fire House PLO#2 at the intersection of Alps Road and Route 23, Wayne. For a fee of \$40 there are 8 Tuesday night classes from 7-9:30 beginning February 9th, 2016. Materials and tools are supplied to beginners.

Beginners will learn the techniques and materials needed to tie trout flies. Patterns will include a selection of nymphs, streamers, wet and dry flies. Students will gain the basic understanding that will catch fish. To register call Doug Penna 201-288-4409 or at class. Instruction is by experienced EJTU flytyers.

New Year, New You!

Continued from page 1

day. Start with exercise. Researchers found that people who exercise during the workday have more energy and a more positive outlook. Getting your body moving for as little as 10 minutes makes your brain feel soothed and keeps you in control of your impulses.

Drink some lemon water

Drinking lemon water spikes your energy levels physically and mentally. Lemon water gives you steady, natural energy that lasts the length of the day by improving nutrient absorption in your stomach. You need to drink it morning.

No screen time until breakfast

When you dive straight into e-mails, texts, and Facebook, you lose focus. Take those precious first moments of the day to do something relaxing that sets a calm, positive tone for your day. Jumping right into electronics has the opposite effect—it's a frantic way to start your day.

Eat a real breakfast

A healthy breakfast gives you energy, improves your short-term memory, and helps you to concentrate more intensely and for longer periods.

Set goals for the day

Research shows that having concrete goals increases confidence and feelings of control. Setting goals specific to the day puts everything into motion. Narrow your goals down to a few achievable

ones that can easily be broken down into steps.

Getting your morning started off right at home is important, but it's only half the battle. If you fail to maintain that tone once you set foot in the office, your morning can lose momentum quickly. Here's how you can maintain a productive tone once you hit the office:

First, clean your workspace. Even though it's a pain to clean as soon as you get into work, it makes a big difference in your ability to concentrate. People who worked in a clean workspace outperformed those who worked in a cluttered one because clutter pulls your attention away from your work.

No e-mail until you've eaten three frogs, yes frogs!

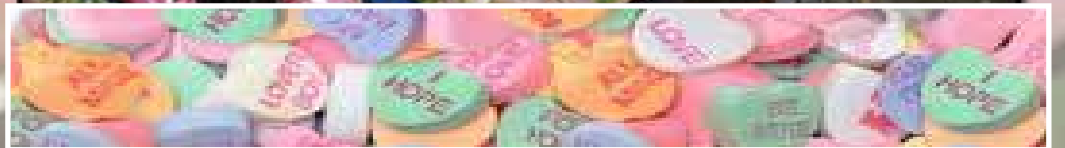
"Eating a frog" is the greatest antidote to procrastination, and productive people know the importance of spending your morning on something that requires a high level of concentration that you don't want to do, and you'll get it done in short order. Make a habit of eating your frogs before you check your e-mail because e-mail is a distraction that enables procrastination and wastes precious mental energy.

The right morning routine can make your day, every day. The trick is to be intentional about your mornings, understanding that a.m. hours are precious and should be handled with care.

Make Your Valentine Feel Extra Special, With a Little Help From ShopRite



This Valentine's Day let that special someone know how much you care with Bouquets, Balloons and Floral Arrangements. Choose from the large selection available or let our floral staff create something special Just for you!



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