



OMBUDSMAN POST OPEN AT FERMILAB

Fermilab announced this week the opening of the position of "Ombudsman" on the Fermilab staff. The description of the position envisions the jobholder as "having a thorough knowledge of the Laboratory's organization, well-versed in how organizations within the Laboratory operate, with good skills in communication and demonstrated good judgment." It describes the position as being an extension of or an alternate to other duties of a current employee. Applications for the new part-time post, an arm of the Directorate, are being accepted by the Personnel Office. The Ombudsman position is being established initially for a one year test to measure its effectiveness in the Fermilab environment.

The position of Ombudsman -- defined in the dictionary as one that investigates reported complaints, reports findings, helps to achieve equitable settlements -- originated in Sweden in 1809 and has been used with success there for many years. In the wave of concern that swept some campuses in the 1960's, creation of the position of Ombudsman on many campuses came about after discussions between the administrations of the universities and the students. The University of Chicago, for example, created a position as Student Ombudsman; Cornell University and Michigan State University have similar offices. The cities of Wichita, Kansas and Dayton, Ohio maintain civic ombudsmen with roles similar to the academic community, that of listening to problems and attempting to arrive at good equitable solutions.

At Fermilab the creation of the post is another expression of general concern for people. The idea originated in a suggestion of The Committee. There are also several other ways to express concern within the Laboratory -- through "The Committee," and through the widely-scattered suggestion boxes. The Laboratory operates on an "Open Door" policy -- so that a complaint or comment can be carried personally to any point in the organization on up to the Director's Office if desired.

Now, the Ombudsman will offer counsel to any employee in an effort to help solve a problem. In many cases the source of the problem may be lack of information or misunderstanding on the part of the employee, and the Ombudsman can explain in detail the relevant policies or practices of the Laboratory.

If it is found that there is a problem of some substance, the Ombudsman will talk to the involved people in an attempt to form an objective judgment about the problem. In most cases, it is expected that the intervention of the Ombudsman will consist simply of informal contacts and conversations with the people who are involved. If a lack of information or misunderstanding rests with either a supervisor or with an employee, that situation may be rectified through the simple presence and informal intervention of the Ombudsman, and his explanation may suffice.

Deputy Director Edwin L. Goldwasser comments, "In some organizations, lines of authority and channels of communication tend to become rigid in time. Staff members with supervisory responsibility as well as members of the Personnel Office have heavy workloads and responsibilities which sometimes preempt their attention to individual problems. A combination of circumstances such as these frequently can make the structure appear to be impersonal and unresponsive. Small annoyances or concerns of employees fester until they become large problems, and these employees may feel there is no ready redress, even for an important problem. It is to keep such a situation from developing at Fermilab that we intend to appoint an Ombudsman."

HAVE YOU CHECKED YOUR SRA OPTION?

Supplemental Retirement Annuity (SRA) is an optional form of cashable individual annuity contract now available through TIAA-CREF. The Laboratory recently sent a detailed explanation of this retirement plan feature to each employee. All employees enrolled in the retirement plan are eligible to participate in the SRA plan and can do so on a deferred income basis. This means that a participant can defer Federal Income Tax on that portion of his or her salary invested until requesting TIAA-CREF to repurchase the contract or annuity payments start.

All retirement plan participants, regardless of interest in the SRA annuity program, must return a signed deferred income agreement to the Employee Benefits Office, CL-1W. Employees can elect the deferred income option to cover their contribution to the basic retirement plan without selecting the SRA option. Internal Revenue Service regulations require the Laboratory to maintain a record of deferred income agreements.

SRA's are available for employees who wish to divert additional tax-deferred funds above amounts being deferred under the basic Retirement Plan. Additional contributions can also be directed to the standard retirement plan on a tax deferred basis. SRA contracts have most of the same features as the basic retirement plan but with a key difference being that SRA contracts may be surrendered for their total cash value. In addition, SRA contracts:

- ...Require that contributions (minimum of \$10 per month) be remitted only through a salary reduction agreement (deferred income);
- ...Allow receipt of benefits under any of the income options, regardless of age or employment status;
- ...Include a "fixed period" pay-out option;
- ...Have slightly higher expense charges to cover the cost of the additional features.

The amount of money received as a result of cashing in the SRA contract is taxable as income in the year in which the money is received.

For further information or if you didn't receive a packet explaining SRA, contact the Employee Benefits Office, CL-1W, Ext. 3395.

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...An exhibit of the photographs taken by Ralph Marlowe Line of the architecture of Dankmar Adler and Louis Henry Sullivan continues in the second floor lounge of the Central Laboratory. Mr. Line, professor emeritus in the Department of Architecture of the University of Illinois, spent more than 20 years locating and photographing the buildings. Adler and Sullivan are considered to be the originators of what is now called the "Chicago school" of architecture...

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HAVE YOU MET THE CAPTAINS?



... (L-R) Larry Milazzo, Fred Hawkins, Jane Waters, Chuck Johnson, Leif Larsen...

Fermilab's security is supervised by a cadre of five professional security people who alternate shifts around the clock, seven days a week. They oversee the work of the guard service contractor and report to Rudy Dorner, Site Manager, and Dave Sauer, head of Site Services. You'll enjoy knowing:

Fred Hawkins, who will graduate from Aurora College in June, majoring in Corrections and Criminal Justice. You may also recognize his voice on WMRO, Aurora, Sunday nights, 6-9 p.m., in his disc jockey role.

Chuck Johnson - a familiar face at Fermilab since he began work as a guard in 1971, then joined the Laboratory staff in 1973 first in Receiving, later in Site Operations. Chuck is working on his law enforcement degree at Waubensee, sidelines as a karate black belt.

Leif Larsen - a veteran of 21 years' service on the Aurora Police Department. Leif joined the Laboratory staff last April 1 when the security supervision was organized.

Larry Milazzo - also a former disc jockey and radio program director (Saginaw, Michigan), raised in Downers Grove, attended college in Oklahoma.

Jane Waters - 1973 graduate of Aurora College in Criminology and Corrections, now taking advanced courses in police work. Or you might find her riding horses or turning out classy handcrafts.

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U/CHICAGO LECTURES ANNOUNCED

Ten lectures in a series, "What's Interesting about Elementary Particles" will be given on successive Saturdays beginning January 17 in Eckhart Hall-Room 133, 32 East 58th Street, University of Chicago, by Bruce D. Winstein of the Enrico Fermi Institute and an experimenter at Fermilab.

Titled The Arthur H. Compton Lectures, the first of the series is "Why High Energy." The purpose of the lectures is to bring to the Chicago community of science students and teachers a descriptive account of one of the fronts of science today along with the excitement of scientific research. Other series are planned on astrophysics, astronomy, cosmology, chemistry, relativity. To register interest, contact 753-8302.

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ATTENTION CREDIT UNION MEMBERS

A nominating committee is in the process of selecting a slate of candidates for election to the Board of Directors of the Argonne Credit Union.

The Board, composed of 15 unpaid volunteers, sets the policy and makes the decisions that determine the future of your Credit Union. Skills or experience in accounting, auditing, or management are helpful.

If you have interest in serving on this Board, please contact one of the Credit Union officers listed below by January 16, 1976.

Roy Kucera, President	RER	Ext. 2332
Mike Kostelny, Vice President	CS	Ext. 2414
Frank Kleber, Vice President	Fermilab	Ext. 3555
Joanne Day, Secretary	OTD	Ext. 4126
John Chonko, Treasurer/Mgr.	CU	Ext. 3789

DID YOU KNOW?

David Sachs, programmer in the Fermilab Computer Section, will run for the post of delegate to the Democratic convention from the 14th Congressional District in the March 16 primary election...

Penny Horak, engineer, Technical Services, is a candidate for Recorder of Deeds on the Democratic ticket in DuPage County in the March primaries...

Ron Smith, Accelerator Division, is the coordinator of the local campaign of Ronald Reagan for the Republican nomination for President...

Bachelors and Bachelorettes Square Dance Club, a club for singles (couples can be associate members) is recruiting members. An open dance will be held on Sunday, January 18, at the Batavia Civic Center. Call 879-1833 or 232-2341 for further information.

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DON'T MISS...The West End Jazz Band...at the Users Center...Thursday, January 22...

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CLASSIFIED ADS

FOR SALE - Oscar Schmidt 15 chord autoharp, Newport model 15B w/instruction books, exc. cond., \$65. Call R. Parry, Ext. 3724 or 892-8346.

FOR SALE - Schaub-Lorenz AM-FM Short Wave Global Portable. High quality German radio. \$150. J. M. Weiss, Ext. 3910.

FOR SALE - H.P.-55, stopwatch and programmable pocket calculator w/math & statistics manuals. 8 mo. old. \$280. Call Ext. 4052.

FOR SALE - Waterbed, king size w/frame, controlled heat, 3 spd. vibrator, \$100. Jan, X3349.

LOST - Silver Sheaffer pen, last seen Happy Hour, 12-23. Call Ron Walker, Ext. 3493.

FOR SALE - 25" Zenith console, 4 yrs. old, picture tube and rebuilt tuner are 8 mos. old, \$300 or best offer (orig. cost \$693). T. Santoy, Ext. 3555, after 5 p.m.-898-8736.

SUBLEASE - 2 bedroom apt., 1½ bath, fully carpeted, AC DW garbage disposal, \$247.50/mo. Schaumburg. Call Steve Velen, Ext. 3165 or 882-9250.

FOR SALE - Brand new Square Shooter #2 Land Camera, never been used! \$15 or best offer. Call 851-0378.

FOR SALE - Tennelec Memory Scan Police/Fire scanner, 16 chan., fully programmable 30-50MHZ, 144-170MHZ, 450-508MHZ, no crystals req'd. List \$319, sell for \$250. J. Maenpaa, Ext. 3701, 428-1357 evenings.

FOR SALE - '73 Maverick, 2 dr., auto. radio, new snows w/rims, exc. cond. 815-838-3796.

FOR SALE - '66 Olds 98, 2 dr., runs good, new battery & starter, \$500. J. Lockwood, X3534.

RECEIVE FOREIGN MAIL? - Please save stamps for Graciela Finstrom, 6-W, Prep., Ext. 3447.