



FEDERAL VETERINARIAN

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ANNOUNCEMENT

NAFV Members

Our 2018 NAFV BOD Elections are now officially open!

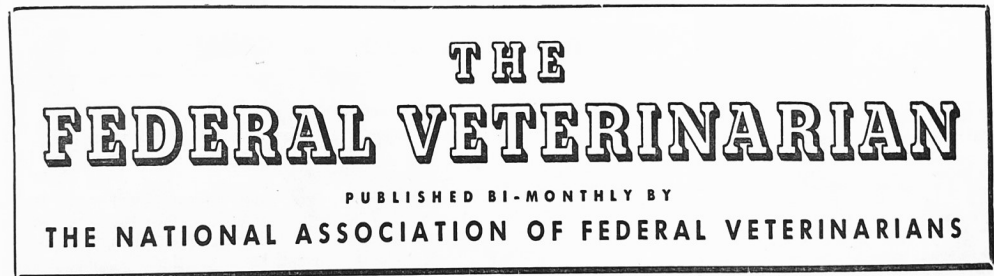
You may vote via mailed-in ballot found on page 11, or vote on our online ballot.

www.surveymonkey.com/r/XDRVR9G

Please choose just one of the two methods. Your name and address will be requested only to confirm that your membership is in good-standing.

With any questions, please contact nafv@nafv.org

NAFV: A Century of Service - Looking Back on the First 100 Years



Vol. 15

KANSAS CITY, MISSOURI, JANUARY, 1958

No. 1

Systemic Insecticide Effective in Controlling Grubs in Cattle, Screwworms in Sheep

This article is being published as a continuation of our special Centennial column looking back at past articles from NAFV newsletters. This article is being republished verbatim as it originally appeared in January, 1958.

A new systemic insecticide under development has been found highly effective in combatting grub infestations in cattle and as a deterrent to screwworm attacks in sheep and cattle, the U.S. Department of Agriculture announced.

Owen H. Graham, USDA entomologist, reported these findings to members of the Entomological Society of America currently holding its fifth annual meeting in Memphis, Tennessee.

Dr. Graham cited a series of experiments conducted last year in Texas. These tests showed that cattle grubs—the larvae of heel flies—failed to appear in the backs of cattle sprayed with the new commercial compound, Bayer 21/199.

In the beef cattle experiments, 48 heavily grub-infested yearlings were sprayed in November 1956, with three concentrations of the com-

pound—0.25, 0.5, and 0.75 percent. Sixteen untreated animals served as checks. All were infested with both the common and northern species of cattle grubs.

At each concentration half of the cattle were sprayed with an emulsion and the other half with a suspension. The USDA specialists noted that the latter proved less effective in controlling the grubs apparently because it failed to penetrate the heavy winter coat and reach the skin of the animal.

The spray material was applied, under 300 pounds pressure, at an average rate of 1^{1/2} gallons per animal. Because the test animals had thick, winter coats, it was necessary to apply large quantities of the spray under pressure to insure thorough wetting of the skin.

In addition, oral dosages of the compound were administered to 8 animals. Four received 25 milligrams of the insecticide per kilogram of live body weight as a single dose while the other four head were given

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Associate membership may be granted to active members when they retire from federal service. Associate members pay no dues. Associate mailed subscriptions are \$25.00 per year.

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(Continued from Pg. 1, "Grubs in Cattle")
 5mg/kg daily for five days.

All the cattle were held in a feed lot and fed a ration that gave an average weight gain of 1^{1/2} pounds per animal per day. Grubs first showed up in the backs of some of the cattle during the first week in January 1957, and all the grubs were counted on January 18. Counts were made at intervals of two to three weeks until April.

Dr. Graham outlined the results of the grub count, showing that all the sprayed cattle were completely free of grubs except for two animals that were sprayed with a suspension of 0.5 percent Bayer 21/199. One of the yearlings had seven grubs, and the other had one. The single grub in the second animal was present in the back for approximately three weeks but failed to complete its development, he added.

Cattle that had received an oral dose of 25 mg/kg of the compound averaged 4 grubs per animal. Those treated with a 5 mg/kg solution daily for five days a month later had 24 grubs each. Because mild symptoms of toxicity were found in the orally-treated animals, oral treatment was discarded as impractical, Dr. Graham said.

Results of these trials showed that all untreated cattle for both sprayed and oral treatments were infested with both species of cattle grubs, averaging 44.4 per animal. The number ranged from 8 to 108; only three animals were found to have less than 20 grubs.

The spray treatments appeared more effective than oral administration, and Dr. Graham emphasized that spray treatments with a

systemic would be a highly practical method of grub control if applied at the proper time of year and in such a manner as to insure adequate skin absorption of the insecticide.

Preliminary tests had indicated that Bayer 21/199 sprayed on sheep destroyed screwworms in wounds, and in addition provided protection against screwworm attack for 2 to 3 weeks. If this long-term protection could be demonstrated in large-scale tests, a significant advance would have been made in screwworm control. Extensive trials were made in cooperation with several Kerr County ranchers. More than 11,000 sheep on nine ranches were treated with the new compound immediately after shearing to protect shear cuts from infestation.

Another group of 408 sheep and goats was treated in an effort to prevent infestations through other causes, such as injuries associated with lambing, castration, docking, ear tagging, and old screwworm wounds. The test groups were sprayed at an average rate of 1 quart/animal.

Most of the sprays were suspensions that had been prepared from a wettable powder containing 25 percent active ingredient. A few were sprayed with emulsions, which yielded the same results as suspensions.

Flocks were divided so that concentration of 0.25 percent and 0.5 percent solutions of the insecticide applied as sprays could be compared with EQ-335, a treatment now widely used by sheep-growers.

In general, Dr. Graham reported
 (Continued on Pg. 3, "Grubs in Cattle")

(Continued from Pg. 2, Historic article, "Grubs in Cattle")

ed, the sprayed animals were protected from infestation for 2 to 3 weeks—adequate time for most of the injuries to heal completely or to such an extent that they no longer attracted screwworms.

Reports from the ranchers indicated that in those instances where the spray treatments failed, they did not occur until after the tenth day following treatment. On the other hand, it was not uncommon for the EQ-335 treatment to fail as early

as 2 to 4 days after treatment.

These outstanding results promise a new and highly effective means of controlling the screw-worm by protective sprays applied to animals. The usual ranch practice is to ride the range daily hunting for infested animals and then applying a screw-worm smear to the wounds. Animals are usually held in small pastures for several weeks and treated every 2 to 4 days with a wound smear.

NAFV EVP Column
Summary of 2018 AVMA / HOD Convention

The AVMA Convention, July 13-17, 2018 was the event for anyone in the veterinary profession. As in years past, the convention had something for everyone including CE sessions, hands-on learning, interactive labs, networking and much more. One part that I always enjoy is the exhibit hall where you can see the new products and services that are being developed for our profession. In this month's column, I would like to highlight some of the activities that might be of interest to NAFV members.

AVMA/HOD General Assembly

NAFV President, Dr. Larry Davis and I attended the AVMA House of Delegates (HOD) General assembly as Delegate and Alternate-Delegate respectively. The 100th anniversary of NAFV was recognized by the AVMA HOD during its meeting and a half page article was published in the AVMA Convention 2018 Daily News on Friday July 13, 2018 titled "[Association of Federal Veterinarians Mark Centennial](#)." The HOD addressed many issues, but one issue that seems to be at the top of everyone's mind is student debt. The HOD's recommendation to the Board of Directors were:

- 1) Investigate methods to make financial advisers available to help veterinary school applicants, students and recent graduates manage the cost of their education.
- 2) Investigate and promote strategies for private practitioners to assist students and recent gradu-

- ates in managing the cost of their education.
- 3) Investigate development of a low-interest loan program for veterinary students that is financially sustainable for the AVMA.
- 4) Consider developing a toolbox of advocacy strategies to help state veterinary medical associations promote increased funding for higher education and loan repayment programs.

NAFV Business Meetings and Food Safety Symposium

On Sunday, July 16, 2018, NAFV and the American Association of Food Safety and Public Health Veterinarians (AAFSPHV) held a joint CE session and business meeting.

The CE consisted of topics on antimicrobial use and best practices, food safety for small poultry flocks, FDA's role in animal food safety, role of the FSIS veterinarian in food safety, seafood safety and marine fish health management, and raw milk. Our NAFV business meeting had about 30 NAFV attendees and outgoing Executive Committee members, Dr. Larry Davis and Dr. Deanna Brown were awarded Certificates of Appreciation for their work to support our association.

The convention's keynote speaker, Shiza Shahid, was very interesting and gave an inspiring speech. She is an entrepreneur and social activist of Pakistani origin. She is the Co-Founder and Global Ambassador of the Malala Fund, the organization representing the young Pakistani activist who was shot in the



Pictured: Dr. Larry Davis & Dr. Marvin Meinders at 2018 AVMA/HOD Session



Pictured: Dr. Larry Davis & Dr. Deanna Brown at NAFV Business Meeting

(Continued on Pg. 4, "EVP Column")

(Continued from Pg. 4, "EVP Column")

head at age 13 by the Taliban for her campaign for girls' education. Shiza was recently named one of TIME magazine's "30 Under 30 World Changers" and to Forbes "30 Under 30" list of social entrepreneurs. Her address supported the AVMA theme of "Elevate Your Passion". Shiza's main message was to push yourself outside of your comfort zone and allow yourself to embrace change and emphasizing that it is the only way to grow and the only way to bring about change.

Shiza Shahid grew up in Pakistan where the society emphasized a young girl's role in life was to marry and raise a family. However, she was raised in a loving family that supported her desires in life and she was able to see the poverty in her country and the lack of opportunity for women from a different vantage point. She had a passion for helping others and started volunteering at a prison at age 13 and supporting other public needs such as helping earthquake victims. She is now focusing her efforts on improving education and work opportunities for women. She referenced a Harvard study that stated

businesses which served societal good have an economic advantage over those that just have a financial goal and gave this as a justification that financial good and societal positive goals are not mutually exclusive but rather mutually enhancing. Shiza stated that people are three times more likely to stay in a job if the work is meaningful to society. She emphasized that women should start their own businesses to help close the gap on wage inequality.

Overall, there are things in the Federal veterinarian work area that we are not totally happy about and wish to change, but when reflecting on the main points that Shiza made, pay inequality for women and a job that is meaningful to society, Federal veterinarians are in a good position. As examples, all Federal veterinarians in a certain wage grade are paid the same, no matter the gender. Because of Federal veterinarians, public health is a far reaching mission. A federal veterinarians makes decisions routinely that have more impact on public good than most veterinarians do in their entire careers.

NAFV: A Century of Service - Looking Back on the First 100 Years

NAFV Checks in with Past Executive Vice Presidents

As part of our special efforts to mark our Centennial year this year, NAFV checked in with some of its past Executive Vice Presidents to discuss their roles in the organization and their perspective of how the organization has continued to evolve.

List of NAFV Executive Vice Presidents since the 1980's:

- **Dr. Marvin Meinders** May 1, 2018 - Present
- **Dr. Michael Gilsdorf** November 1, 2018 - April 30, 2018
- **Dr. John Shaw** July 1, 2018 — October 31, 2017
- **Dr. Michael Gilsdorf** July 3rd, 2007 - June 30, 2017
- **Dr. Valerie Ragan** February 13, 2006 - July 2, 2007
- **Dr. Dale Boyle** January 1, 1997 - Feb 12, 2006
- **Dr. Ed Menning** October 1, 1980 - December 31, 1996

Dr. Michael Gilsdorf

NAFV: Why did you initially join NAFV?

MG: I joined NAFV because a VMO friend of mine was sued for doing his job and NAFV helped him much more than the agency did. I wanted the type of backup and support that NAFV provided if I got into a lawsuit doing my job properly.



NAFV: During your time as NAFV EVP, what were some of your major accomplishments?

MG: NAFV was able to help prevent congress from decreasing pay and benefits for federal employees by working through coalitions over multiple years. NAFV was able to support federal veterinarians and change agency decisions regarding deployment to dangerous zones to inspect imported cattle. NAFV was able to gain congressional support for the federal veterinarian workforce and help identify gaps in the workforce that need to be addressed. Through consultations, NAFV provided resolutions on numerous issues occurring in the agencies.

(Continued on Pg. 5, "Past EVPs")

(Continued from Pg. 4, "Past EVPs")

NAFV: In your opinion, what is the biggest benefit of NAFV to its membership?

MG: I think there are multiple benefits to being an NAFV member. One of the biggest is the legal and professional advice and counsel members get from NAFV subject matter experts on all types of personnel and administrative issues. NAFV provides expert advice on the proper way to proceed whether you are an employee or supervisor. Another benefit is that NAFV provides a voice for federal veterinarians that no one else provides. NAFV speaks up and informs the public, congress, agency leaders, other veterinary groups, etc. about issues that are important to federal veterinarians and the mission critical work they perform for animal and public health and welfare. NAFV looks out for all federal veterinarians and the work they perform.

NAFV: What do you think should be the next thing to do to improve value of NAFV membership?

MG: If NAFV had more members it would be even

more valuable because we could afford to have annual meetings for members where they could learn more about leadership, the effects of politics on government decisions, gain support and comradery from their peers. Discussing issues and solutions together.

NAFV: What do you think should be the next thing to do to improve value to NAFV membership?

MG: Getting specialty pay, board certification pay and critical position pay.

NAFV: This is the 100th year anniversary of NAFV. How do you think NAFV will need to change over the next 100 years.

MG: The future of veterinary medicine is unknown but I think more veterinarians will be working for the federal government in the future and NAFV will need to adjust to meet their needs. The type of work will constantly change but the basic need for veterinary expertise will always be there. The basic reasons that NAFV was started will probably remain the same.

Dr. Valerie E. Ragan

NAFV: Why did you initially join NAFV?

VR: As a new federal employee, I felt it was important to join an organization representing federal veterinarians. I also learned a lot about the latest issues when I attended the meetings, and appreciated that I had an opportunity to have a voice. I am a "joiner". I recognize the power of people coming together to address issues, make a difference, and learn from each other.



NAFV: During your time as NAFV EVP, what were some of your major accomplishments?

VR: Developing a three-year strategic plan for NAFV that included defining a mission for the organization and five specific goals with actionable activities for each. The plan was put together by a steering committee that worked for a long time on it. Interestingly, when we first started working on it, we learned that the steering committee members had different views on what the mission of NAFV was. That pointed out the necessity of such a strategic planning process and clarity of goals that would help us determine future activities and focus areas.

NAFV: In your opinion, what is the biggest benefit of NAFV to its membership?

VR: NAFV offers a voice for federal employees who are restricted in their ability to talk to members of Congress and others. Additionally, it provides a forum for federal veterinarians to discuss issues with others and collectively develop solutions to challenges. It is nice for federal veterinarians to know they are not alone.

NAFV: What do you think should be the next thing to do to improve value to NAFV membership?

VR: I have been away from federal service for 12 years now, so I am not really well versed on what NAFV has already done to improve value to its members. That being said, I think NAFV could work closely with AVMA to increase the recognition of the contributions that veterinarians make throughout federal service, and educate the public to the invaluable service provided by federally employed veterinarians. Additionally, NAFV could enhance networking for federal veterinarians by providing a forum for the exchange of expertise. NAFV could also provide an avenue for federal veterinarians to discuss, develop, and make public positions on national policies and issues of concern. These are some of the goals that were listed in the strategic plan from 2007 – perhaps some of them are already being done.

NAFV: During your time as NAFV EVP, what were some of the things that you wanted to accomplish but

(Continued from Pg. 6, "Past EVPs")

(Continued from Pg. 5, "Past EVPs")

were unable get done during your tenure?

VR: Although we got started on implementation of the NAFV strategic plan, I wasn't there long enough to follow through to ensure it was fully implemented.

NAFV: This is the 100th year anniversary of NAFV. How do you think NAFV will need to change over the next 100 years.

VR: Again, I am not as well versed now on what NAFV currently does, so this is a little harder to answer. However, I think NAFV should embrace the One Health approach and work to educate Congress and federal HR personnel as to the breadth of skills

and abilities that veterinarians have, thus hopefully opening more opportunity for employment for veterinarians in federal service. I would suggest revisiting NAFV's membership to see if other federal agencies besides FSIS and APHIS are well represented also, and if not, reach out to those veterinarians and engage them in NAFV by exploring their issues and opportunities. For NAFV to grow, it will be important to demonstrate value to veterinarians in all federal agencies. Developing a forum for the exchange of expertise may be a platform to do that. A social media presence will also have a greater and greater role.

Dr. Dale Boyle

NAFV: Why did you initially join NAFV?

DB: I joined NAFV with the encouragement of my boss, Colonel Robert Jorgensen, as an Army captain around 1980. I enjoyed the news and education offered in the news letter. I later served on the board after LTC Bill Smith asked me to serve as cannon fodder for his election to the board. He later vacated the position so I was elected by default.

NAFV: During your time as NAFV EVP, what were some of your major accomplishments?

DB: Our team was able to achieve several significant goals during my time as EVP. We took a more collaborative approach with the goal of enhancing professionalism of the veterinarian and the government agencies where they serve. The vast majority of our membership and problems were in the Food Safety and Inspection Service. I started by adopting a more business oriented consultation process setting goals and objective with senior level review and decisions. This resulted in upgrades for veterinarians in higher pathology plants where diagnostic skills are regularly required. We were also invited to participate in a study which set a course for improving the Agency's public health focus while ensuring an appropriate level of education and training for the work force. A "Chief Veterinarian" position for FSIS was created with a goal of having a key advocate who would help ensure an appropriate opportunity for advanced education and training plus provide veteri-

NAFV PAST EVPs



Pictured from L to R: Dr. Ed Menning, Dr. Dale Boyle, Dr. Valerie Ragan, Dr. Michael Gilsdorf

nary expertise as needed to the Administrator. I was also invited to participate in a study with the personnel branch of government which increased the grade of newly hired veterinarians by the government.

The payment of time and a half overtime is probably the single achievement most appreciated by FSIS veterinarians. Previously the veterinarians received only standard pay regard-

less of the number of hours they were required to work. Getting anything through Congress is an extreme challenge. With the help and guidance of many people plus considerable diligence we were able to correct an inequity plaguing the profession for many years.

I am most proud of the improvement of our relationship with the American Veterinary Medical Association during my tenure. Our collocation with the political arm of the AVMA keeps us in the loop on the activities and aspirations of the commercial sector of veterinary profession. Active participation in AVMA events activities gives the private sector a greater appreciation for those of us who chose public service. Working together yields far better results than competitive banter. Without the AVMA the US Army Veterinary Corps would not be headed by a General Officer. NAFV needs AVMA! All federal veterinary employees should be members of both organizations for themselves and the future of those who follow.

(Continued on Pg. 7, "Past EVPs")

(Continued from Pg. 6, "Past EVPs")

NAFV: In your opinion, what is the biggest benefit of NAFV to its membership?

DB: NAFV provides a forum for enhancing the role of veterinarians in government. Working together provides a continuous learning process which enhances our value to the taxpayers we serve.

NAFV: What do you think should be the next thing to do to improve value to NAFV membership?

DB: Most organizations struggle attracting and keeping members. Developing a strategy for finding advocates from the leaders of the profession seems like a good idea to me. We need partnerships more than competitive bantering. I would never be an NAFV member or EVP without the encouragement of Doctor Bob Jorgensen (Brigadier General US Army retired).

NAFV: During your time as NAFV EVP, what were some of the things that you wanted to accomplish but were unable get done?

DB: The main lesson I learned about heading an association was that you can not please everyone. I came from a military background where we either kept improving ourselves or left service. Resistance to advances in science and technology by some of our members was discouraging. Watching high ranking veterinarians leaving NAFV was also disappointing. Conflicts exacerbated by the legal profession were also a source of frustration. I really hoped to see both industry and government embrace quality control principles including Hazards Analysis and Critical Control Points (HACCP).

NAFV: This is the 100th year anniversary of NAFV. How do you think NAFV will need to change over the next 100 years?

DB: NAFV must continue to change and grow with the times. Would suggest providing a forum where members can share the great work they are doing throughout the government. NAFV needs to be seen as a integral part of a successful career in government, not an impediment.

Dr. Ed Menning



NAFV: Why did you initially join NAFV?

EM: I have always been active in what I've called "veterinary public practice groups". The professional abilities of veterinarians in many areas of public health, etc. not only needs to be sold to non veterinarians but prior to 1980 to the AVMA itself which did not support public much if at all unlike it's strong support of "one medicine" today. I felt NAFV should and could get involved in these efforts.

NAFV: During your time as NAFV EVP, what were some of your major accomplishments?

EM: Major accomplishments were: taking NAFV from near bankruptcy to adequately funded nonprofit association; I visited every local chapter and always presented at least 1 hour of a medical paper in addition to administrative subjects for which I wrote about 15 hours of papers on foodborne diseases, etc.; I originated The Dr. Salmon Award; was a very active member of The 1984 Yearbook of Agriculture Animal Health Editorial Committee; I was appointed

to Vice President Gore's Food Inspection Review Board.

NAFV: In your opinion, what is the biggest benefit of NAFV to its membership?

EM: Benefits; the ability to take actions that an individual could not; degrees of liability protection.

NAFV: What do you think should be the next thing to do to improve value to NAFV membership?

EM: Next thing to do; the ability to discuss anything at any time; getting more info on any subject; advice on how to handle problems that may arise.

NAFV: During your time as NAFV EVP, what were some of the things that you wanted to accomplish but were unable get done during your tenure?

EM: Wanted to accomplish but didn't; getting various bonuses when hired as a vet; numerous positions, especially in FSIS, that should require some professional training not just administrative OJT; numerous supervisory responsibilities.

NAFV: This is the 100th year anniversary of NAFV. How do you think NAFV will need to change over the next 100 years?

EM: Change needed next 100 years will depend on how robotic we become; whatever you need to do will have to be decided quickly.

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Millennial Committee Column:

Thoughts on Job Sharing in FSIS

I am 33-years-old and I have a 1-year-old daughter. I work full time as a Supervisory Public Health Veterinarian (SPHV) at a young chicken plant and I also serve in the Mississippi Air National Guard. I am frequently contacted by acquaintances asking me for information about opportunities for veterinarians at USDA FSIS. Unfortunately, most of these young women are not interested in the position of SPHV after I tell them about the inflexibility of the schedule, the hours typically required, and the unpredictable overtime. I personally find the schedule of the broiler plant where I work to be quite challenging, which is why I support the Agency's efforts to permit job sharing for in-plant SPHVs.

The following is a list of problems facing working mothers that job-sharing could lessen or solve:

- It is virtually impossible to find daycare that will accommodate the schedule of most slaughter plants.
- It is a struggle to schedule a child's endless appointments (wellness visits, sick child visits, and visits to various specialists) without missing a large amount of work.
- It is gut-wrenching to turn over the care of your tiny baby to strangers so that you can work 8-10 hours a day and to spend Saturdays at work.

When I returned to work after having my daughter, she stubbornly refused to take a bottle from her

caretaker. I had to arrange to meet them during my lunch break so that I could breastfeed my baby near my workplace. When she arrived each day she was so hungry it broke my heart. If I could have participated in job-sharing during those months it would have made a world of difference to me and to her. If I could participate in job sharing right now I would do so in order to spend more time with my family.

What could job sharing look like? There are so many possibilities! Participating veterinarians could alternate days or weeks, or could split the shift in half each day. Overtime could be billed to the plant when 8 hours of veterinary work is exceeded in a day, similar to how intermittent/WAE food inspectors operate. Accumulation of leave could be prorated to correspond with hours worked.

It is estimated that 75-80% of new graduates are female, and one can assume that many of them either have families already or may have families in the future. USDA FSIS needs to be proactive in creating a more family friendly work environment if we want to hire and retain new graduates. The option to job-share is a key measure that could make USDA FSIS more appealing to the next generation of veterinarians.

**Diana Care DVM MPH
USDA FSIS OFO Jackson District**

Master of Preventive Veterinary Medicine

The University of California, Davis welcomes applications for the Master of Preventive Veterinary Medicine (MPVM) Program in the School of Veterinary Medicine. The MPVM is a 1-2 year graduate professional master degree open to veterinarians and other medical professionals. Since 1967, the pioneering program's more than 900 graduates have excelled worldwide in leadership, academic, and research positions with universities, private industry, international agencies, non-governmental organizations, and governments.

Our modernized MPVM curriculum offers core courses in epidemiology concepts, study design, research, leadership, ecosystem health, and infectious disease epidemiology as well as statistics. Elective options allow students to explore zoonotic disease, food safety, diagnostic test evaluation, spatial analysis, mathematical modeling, disease ecology, and many more. Coursework in 'One Health' is available for students interested in public health and conservation at the interface of human-animal interaction. In addition to didactic instruction, students write a thesis on research they undertake during the course of the program. We support our extensive course offerings and student research with a large, diverse, vibrant faculty including new hires in epidemiology, wild life, food animals and poultry health, and a wealth of adjunct contributors from state and federal management agencies and organizations.

Instruction commences in early August each year.

Requirements for entry into the program include a minimum 3.0 GPA, as well as a TOEFL score of 85 or higher for non-English speakers. The application deadline is January 15th each calendar year. Interested applicants can learn more about admission requirements and explore financial aid options at <http://www.vetmed.ucdavis.edu/mpvm/admission/admissioninfo.com>

Send inquiries to the MPVM Coordinator, Tami Ali (tali@ucdavis.edu); or the MPVM Chair, Dr. Ashley Hill (aehill@ucdavis.edu).



UNITED STATES DEPARTMENT OF AGRICULTURE FOOD SAFETY AND INSPECTION SERVICE WASHINGTON, DC

FSIS DIRECTIVE 6110.1 | 7/3/18

VERIFICATION OF POULTRY GOOD COMMERCIAL PRACTICES

I. PURPOSE

This directive is a consolidation of relevant information from Section VII, Verification of Good Commercial Practices for Poultry, of FSIS Directive 6100.3, Ante-mortem and Post-mortem Poultry Inspection and expired FSIS Notice 44-16, Instructions For Writing Poultry Good Commercial Practices Non-compliance Records and Memorandum of Interview Letters For Poultry Mistreatment. The directive provides instructions to inspection program personnel (IPP) for writing a noncompliance record (NR) for noncompliance with the regulations requiring the slaughter of poultry in accordance with Good Commercial Practices (GCP), as well as instructions for composing a Memorandum of Interview (MOI) when documenting a meeting between IPP and establishment management regarding an observation of the mistreatment of live poultry before slaughter.

KEY POINTS:

- Provides IPP instructions on how to gather and assess information when verifying poultry GCP
- Clarifies that video surveillance can be used by the establishment as a form of GCP record
- Provides instructions on how to properly write GCP NRs and poultry mistreatment MOIs
- Provides instructions to the District Veterinary Medical Specialist (DVMS) on how to review NRs and MOIs to assess accuracy

General Counsel's Column

WARNING ON RECORDING

This is a brief reminder that it is strictly prohibited for federal employees to record conversations, telephone calls, whether with individuals or conference calls, or presentations, without specific authorization that it is permitted, preferably in writing. Recording is taken very seriously in and of itself, and if proven is usually a removable offence.

The advent of electronic devices especially smart phones has made recording easy and often routine. It may seem to be a good idea to record things for clarity, as memory joggers, or for protection, but it can lead to serious consequences.

- William G. Hughes, Esq.

**UNITED STATES DEPARTMENT OF AGRICULTURE FOOD SAFETY
AND INSPECTION SERVICE WASHINGTON, DC**

**FSIS NOTICE 33-18 6/26/18
FISCAL YEAR 2018
CONTINUING EDUCATION PROGRAM FOR PUBLIC
HEALTH VETERINARIANS**

I. PURPOSE

This notice announces a new FSIS Continuing Education Program (CEP) for Public Health Veterinarians (PHVs) and Supervisory Public Health Veterinarians (SPHVs) assigned to the Office of Field Operations (OFO) in a 0701 job series as Inspection Program Personnel (IPP). The Fiscal Year 2018 (FY18) PHV CEP is effective retroactive to October 1, 2017, and eligible employees may qualify for training reimbursement completed October 1, 2017 through September 30, 2018. Applications are currently being accepted. The deadlines for submitting FY18 applications are detailed in Section IV. HOW TO APPLY .

II. BACKGROUND

- A. Under the FY18 PHV CEP, eligible PHVs may qualify for up to \$500 per FY maximum reimbursement to attend professional conferences and meetings to earn Continuing Education Units (CEUs) in veterinary medicine (VM). B. The FY18 PHV CEP is not a licensure or certification program, and does not require participants to have or to earn active licenses or certifications in VM. The program may be used to:
1. Help support current licensure requirements;
 2. Help complete a board certification; or
 3. Support current job performance.

III. REQUIREMENTS FOR THE FY18 PHV CEP

- A. Employee eligibility requirements for participation in the FY18 PHV CEP:
1. Participants need to be a PHV or SPHV assigned to OFO in a 0701 job series as IPP in establishments;
 2. Participants need to be full-time permanent employees in good standing, (i.e., rated fully successful or better, have worked a minimum of 1 year of service with FSIS);
 3. Supervisory notification and approval is required if training interferes with tour of duty; and
 4. The employee are to pay out of pocket for the training and will be reimbursed up to a maximum of \$500 per FY toward conference registration costs only. Travel will not be compensated.
- B. Training requirements for participation in the FY18 PHV CEP:
1. Participants are to attend a professional meeting or conference related to VM for the purpose of learning CEUs. Participants will not be required to have or to earn licenses or certifications;
 2. The CEUs need to be earned from approved programs and providers of continuing education and be recognized by licensing boards for VM;
 3. Participants need to obtain documentation to show the conference name and the number of CEUs earned; and,
 4. Participants are to submit CEU training

documentation along with a PHV CEP Application Form so the training can be recorded in the employee's AgLearn record.

C. Reimbursement requirements for the FY18 PHV CEP:

After the training is completed, to be reimbursed, the employee is to provide to the CEP Manager of the Office of Outreach, Education, and Employee Training (OOEET) the following documentation:

1. PHV CEP Application and Approval Form;
2. OF 1164 Reimbursement Voucher;
3. Proper Receipt;
4. Documentation to show number of CEUs earned; and
5. PHV CEP Application and Approval Form (e-form): Employees can obtain an application in the following ways: a. Request by e-mail at PHVCEP@fsis.usda.gov; or b. Download from IPP Help fsishelp.fsis.usda.gov/ipphelp/cep/phvcep/phvcep.htm.

NOTE: If using Windows 10, Microsoft Edge may be incompatible with PDF documents. Fire Fox Browser is recommended. D. Employee are to digitally sign PHV CEP Application with their LincPass, and submit as an eform.

E. OF-1164 Claim for Reimbursement are to be submitted as an e-form and include:

1. Conference name;
2. Start and end dates of the training;
3. Cost of conference registration;
4. Amount to be reimbursed (not to exceed \$500 per FY);
5. An e-signature (digitally sign with LincPass);
6. Proof of payment with a proper receipt which is to include:
 - a. Participant name;
 - b. Method of payment;
 - c. Amount paid; and,
 - d. Conference name*; and
 *FSC requires supplemental documentation with a receipt not listing conference name.

Example: an e-mail confirming conference registration that lists conference name.

7. CEU Documentation from approved provider showing the number of CEUs earned and the name of the veterinary conference attended.

F. The CEP Manager will process applications and reimbursement paperwork. Upon approval, the CEP Manager will submit an employee's OF 1164 Reimbursement Claim directly to Financial Service Center (FSC) for remittance to employee.

IV. HOW TO APPLY FOR FY18 PHV CEP TRAINING REIMBURSEMENT

After training is completed, employees are to:

1. E-mail all required documentation (outlined above) to the CEP Manager at: PHVCEP@fsis.usda.gov;
2. Deadlines for submitting FY18 applications for reimbursement:
 - a. Conferences attended between October 1, 2017, and July 30, 2018, applications are to be received no later than August 30, 2018.
 - b. Conferences attended between July 31, 2018, and September 30, 2018, applications are to be received no later than October 15, 2018.

V. TIME AND ATTENDANCE RECORD FOR ATTENDING CEP-APPROVED CONFERENCES OR MEETINGS

- A. Attending a conference for CEUs during normal duty hours is considered an excused absence for which PHVs will be allowed to record administrative leave.
- B. If the conference or meeting falls within the normal tour of duty, PHVs are to use their normal district office accounting codes to record an excused absence (66) on their Time and Attendance (T&A) and record up to 3 days at 8 hours per day (maximum of 24 hours).
- C. Travel time will not be compensated (even if it occurs during regular work hours); administrative leave needs to be taken for travel time during normal tour of duty.
- D. For FY18 only, if a PHV is applying for retroactive reimbursement and has not already claimed administrative leave (66) to attend the conference or meeting, then a corrected time sheet can be submitted to claim up to 3 days at 8 hours per day, excluding travel time on his or her T&A record.
- E. PHVs are to contact their supervisor or District Resource Manager for additional guidance on T&A completion.

VI. QUESTIONS

Refer questions to the CEP Manager at PHVCEP@fsis.usda.gov or 301-344-0734. Questions may also be referred to the OOEET/DLB at 1-800-336-3747. PHV CEP Applications, OF 1164 Reimbursement Forms, and other program information can be found at: fsishelp.fsis.usda.gov/ipphelp/cep/phvcep/phvcep.htm. Assistant Administrator Office of Policy and Program Development.

Federal Veterinarians Protect and Improve Public and Animal Health and Welfare

VETERINARY HAPPENINGS

Notify NAFV of Promotions, Reassignments, Transfers, Awards, Retirements, etc. for members not listed in the "Veterinary Happenings" column so they may be included in a future issue. The following information was received by NAFV.

USDA APHIS Members

(Information available next month)

USDA FSIS Members

(Information available next month)

"Other" Agency Members

Dr. Matthew Doyle, FDA, Promotion, O - 3, College Park, MD

Dr. Barbara Knust, CDC, Promotion, O - 4, Atlanta, GA

Welcome New Members

Dr. Sara Taetzch, FSIS, GS-12, VT '04, Ronoake, VA

Dr. Wendy Hall, APHIS, GS-14, NCU '95, Columbia, MD

Dr. Melissa Matthias, FSIS, GS-12, TUS '16, Lakeland, GA

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