



# FEDERAL VETERINARIAN

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## ANNOUNCEMENT

### NAFV Website Members-Only Portal

Members, NAFV has redesigned the members-only portal for our [www.nafv.org](http://www.nafv.org) site.

**The generic login used in the past is no longer useful.**

To access the member portal, you will need to retrieve your login and password. You can do so by emailing [nafv@nafv.org](mailto:nafv@nafv.org).

The membership portal has access to our education portal, past newsletters, and more.

### ISO call:

Members, we are in search of a video editor to help us edit videos that are already filmed. With any leads, please contact [nafv@nafv.org](mailto:nafv@nafv.org).

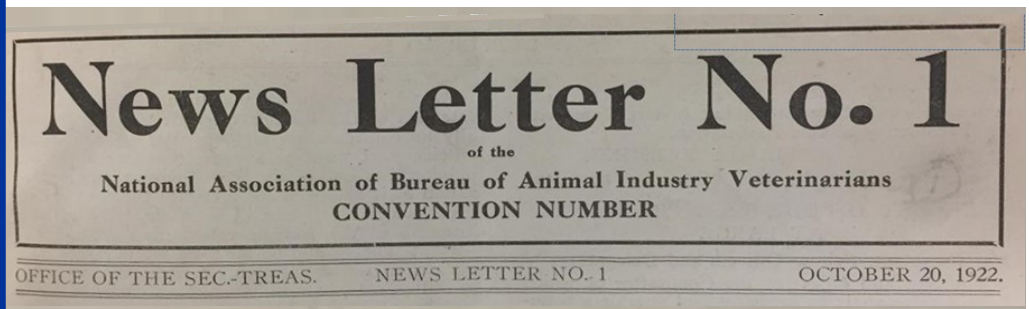
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## NAFV: A Century of Service - Looking Back on the First 100 years

2018 marks the NAFV's 100th Anniversary. Over the last Century, the federal veterinary profession has shifted and remolded itself time and time again. So too, have we. As the primary association representing the interests of federally employed veterinarians, NAFV has celebrated in our members' accomplishments, grieved alongside them in difficult times, and we continue to ensure that the needs of the profession and its members are heard.

In this our 100th year, we take a look back at some of those accomplishments and other time-stamp moments that have shaped NAFV into the organization it is today.



The Fifth Annual Convention of the National Association of Bureau of Animal Industry Veterinarians was held in Parlor "B", Planters, Hotel, St. Louis, Mo., August 25, 26, and 27, 1922.

Convention was called to order by the President August 25, at 10:00 A. M.

Roll call of National officers:  
President, Jas. Fleming, Kansas  
City . . . . . Present

Vice President at Large, N. L. Townsend New York . . . . . Present

Vice President, Eastern Zone, T. P. White, Washington, DC . . . . . Absent

Vice President, Central Zone, A. A. Swaim, Chicago, Ill . . . . . Present

Vice President, Southern Zone, J. S. Grove, Oklahoma, Oklahoma . . Present

Vice President, Western Zone, C. H. Hays, Lincoln, Nebr. . . . . Present

Sec.-Treasurer, L. Enos Day, Chicago, . . . . . Present  
Standing Committees:

**Committee on Legislation and Policy**  
Dr. J. A. Kiernan, Chairman, Washing-

ton, D. C.  
Dr. H. H. Hicks, San Francisco, California.  
Dr. W. K. Lewis, Columbia, South Carolina.  
Dr. Herman Busman, Omaha, Nebraska  
Dr. D. I. Skidmore, Washington, D. C.

**Committee on Constitution and By-Laws**  
Dr. Rudolph Snyder, Chairman, Helena, Montana  
Dr. A. E. Behnke, Milwaukee, Wisconsin.  
Dr. Henry M. Graefe, Topeka, Kansas.  
Dr. A. J. Maloney, National Stock Yards, Illinois.  
Dr. E. A. Crossman, Boston, Massachusetts.

### President's Address

This Meeting, the 5th annual gathering of the delegates of the Association, convenes to consider questions pertaining to the interests of the Bureau Veterinarian.

In order to survive every institution

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The annual subscription rate is \$50.00 for United States and Canada and \$70.00 for foreign mailing, payable by January 1 each year. Subscriptions are not available to those eligible for membership.

Any non-uniformed veterinarian employed full time by the federal government may become an active member. Dues are \$234.00 annually, payable annually, semiannually, or by federal payroll deductions (eligibility for payroll deduction is limited to USDA veterinarians--of \$9.00 authorized by signing USDA Form AD 1054 (FSIS) or SF 1187 (APHIS)). Uniformed veterinarians dues are \$150.00 annually. *Active duty* uniformed veterinarians- please contact the NAFV office.

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.

The National Association of Federal Veterinarians is a non-profit corporation and the purposes for which it is formed are to promote the veterinary profession, to improve the professional efficiency and material interests of the members, to acquaint the public with the activities of veterinarians in the federal service, and to cooperate with the American Veterinary Medical Association, the United States Animal Health Association and other similar groups with common interests.

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must be worthy. This is especially true of associations; the membership of which is in numerous, widely separated districts.

In order that an organization of this kind may thrive and function properly it is very necessary that each individual member be made to feel that he is an important part of the association and that his membership is worth all it costs and more, and that his just interests will be protected in so far as the association may properly act in such matters. Of we are able to conduct the affairs of our organization in such a manner we will attract all Bureau Veterinarians who are not members to our association. The questions of how or to what extent, if any, the local, State, or National bodies should act in individual cases would seem to need discussion and consideration at this time.

Working collectively as a unit we are able to obtain recognition and assistance from other professional bodies, as well as various commercial organizations and prominent individuals. Such recognition and assistance is absolutely necessary to the proper protection of our just interests in legislative matters affecting our members. This latter fact was demonstrated by our legislative committee when a more favorable classification for veterinarians was procured in the reclassification bill than was first contemplated by Congress.

There is absolutely every assurance that our association can be of service to our membership in the future, as for instance, we will be able to obtain a fair and just allocation under the reclassification bill through

our representatives.

Another question which will affect us all is the manner in which promotions or demotions should be made. In case the system proposed in the reclassification bill is faulty we have a better prospect of having these inequalities rectified if we work as a unit.

The question of retirement is one is one that may properly be considered by the association. The present plan for retirement is in my opinion fundamentally wrong. The maximum pension is too small. The present method of deducting a certain per centum of salaries without any variation in among of annuity employees may receive is not equitable. The retirement age should be optional with the employee after a definite number of years of satisfactory service, with compulsory retirement at a certain age.

The question of overtime pay is one that affects a large portion of our membership, therefore, a proper subject for our association to discuss.

Sick and annual leave are subjects that should be given consideration.

These suggestions offered for discussion are some of the most salient reasons why our association should not only survive after reclassification has become a fact, but that our membership should increase.

In conclusion, I will take the opportunity of expressing my sincere appreciation for the evidence of confidence in having honored me with the Presidency of this Association.

**JAMES FLEMING,**  
 President.

## NAFV meetings with FSIS and APHIS/VS

*by M. J. Gilsdorf DVM, EVP*

I met with Peter Bridgeman who is the Assistant Administrator with the FSIS Office of Management on Thursday (1/18/18). We discussed multiple issues including: providing NAFV with information from FSIS

for NAFV's annual survey of federally employed veterinarians; ensuring monthly reports are received by NAFV from FSIS on workforce changes; the FSIS swine moderniza-

*(Continued on Pg. 3, "EVP Column")*

(Continued from Pg. 2, "EVP Column")

tion rule; SPHV recruiting opportunities for FSIS at the AVMA convention; speaker opportunities for FSIS SPHV's at the next AVMA convention speaking on 'HOT TOPICS' that FSIS would like the private veterinarians to know about; the potential effect on FSIS if a budget or continuing resolution is not passed by Congress; the effects of the USDA telework policy on FSIS personnel; and updates on the FSIS nominations for the National Institute of Food and Agriculture's Veterinary Shortage 2018 positions.

Mr. Bridgeman was very interested in all these topics and expressed his willingness to work on all of them. He also asked that the NAFV EVP meet with him on a monthly basis to continue working on these and other issues that arise. If any SPHV is interested in being a speaker at the next AVMA meeting, the deadline for submission of an abstract is **March 16, 2018**. Some speakers may qualify to have travel and/or expenses covered. For additional information, please contact the NAFV office at 202-223-4878.

NAFV is in the process of reviewing the swine rule and providing comments. If an NAFV member wishes to provide us with their anonymous thoughts on the swine rule or the USDA telework policy, please call the NAFV office.

That same day, I met with Carmen Rotenberg, Acting Undersecretary of Food Safety, and Paul Keicker, Acting FSIS Administrator. This was a follow up meeting to our meeting in December. Here is a summary of our discussions:

1. FSIS is in the process of upgrading all GS 11 VMO positions to GS 12 positions and will only be hiring at the GS 12 position in the future. This should be a recruiting tool for new graduates but won't be enough by itself to resolve the SPHV vacancy shortage
2. FSIS is also in the process of providing a \$500 training reimbursement/year to SPHV and PHV but not FLS's. The funding for this is contingent on the budget. Official time off will also be provided to attend any food safety related training. However, training will probably be authorized based on available staffing to cover the positions.

FSIS is in the process of hiring a PHV into a Veterinary Recruitment PHV position to help recruit more PHV's. It will be a GS-14 position and will be assigned to OFO and will be a liaison with the Human Resources staff. (This is a positive step if the right person is hired.) It needs to be announced as a GS 13/14 to allow experienced FSIS field veterinarians to apply.

To help retain veterinarians, they are considering establishing a job sharing program. However, they are having problems in determining how to bill the plants for overtime if neither person works more than 35 hours. They said they need the OT funds to help pay the salary. FSIS has asked NAFV for suggestions and advice on this issue. Please send us your suggestions.

FSIS asked NAFV to provide comments on what other support they can provide to PHV's, such as mentoring. It was suggested that they could add the PHV mentoring into their existing mentor program used for FIs and CSIs; that program does not currently seem to be available for SPHVs. This might be best to do on a national level rather than district basis to increase the pool of available mentors. The hardest part of the process seems to be for the person coordinating and matching mentors/mentees. It might be tough for an in-plant PHV to do, but maybe someone in a staff position somewhere has time. This is where a full time person might be helpful and could be part of the Recruiter's job. Another option suggested is to have an experienced SPHV within each district office who could coordinate SPHV training, mentoring, recruiting, correlation, etc.

FSIS asked for our comments and support on Swine modernization rule that was distributed on Friday January 19, 2018. NAFV will be reviewing the rule and providing comments.

I also met with Dr. Burke Healey, Associate Deputy Administrator of APHIS/Veterinary Services. We discussed multiple issues, as well. Dr. Healey agreed to provide quarterly updates on VS program activities to NAFV. We also discussed the USDA telework policy and its effect on VS personnel. I will provide additional summary information in the next newsletter. I also am trying to schedule meetings with Secretary Perdue's staffers to discuss multiple workforce issues.



### NAFV Upgrades our Administrative Assistant Position

NAFV has broadened the duties of our Administrative Assistant, Ms. Mariana Barros, over the past year. Ms. Barros has shown a passion for serving our members and our Board of Directors. She is very motivated and interested in supporting the goals of NAFV and assisting our members. She performs the majority of the administrative duties in the office including maintaining membership data, monthly expenses and formatting the newsletter. This year she has also assisted with organizing and participating in chapter and agency meetings, maintaining the web site, Facebook, and twitter sites, as well as assisting the EVP with executive duties. Therefore, we have decided to change her title. Her new title is Associate Executive Vice President.



## Interview with Dr. Parthapratim "Pat" Basu Formerly: Chief Public Health Veterinarian *and* Senior Leader, Chemistry, Toxicology & Related Sciences, FSIS, USDA

### ***NAFV: Dr. Basu, why did you join federal service?***

My entry into federal service, concentrating my career in the field of food safety and public health, was fortuitous.

After completing my degree in veterinary medicine, I joined the graduate program in pharmacology and toxicology at the Ohio State University (OSU), College of Medicine. I decided to take a break from being a poor graduate student, supported all the while by my wife (also a veterinarian). So, after I got my Master's degree I went into small animal practice in Columbus, Ohio, planning to return to OSU in a few years to complete my PhD. But I never did return!

At this time, I also was trying to expand my practice license to neighboring states, including West Virginia. It was during the oral license examination in West Virginia that I was offered the job as a state veterinarian. The timing was right. Thus, I ended up spending nine years as a state veterinarian.

During this time, I interacted often with FSIS. When my career peaked in West Virginia, I joined FSIS - starting as a GS-11 in Jonesboro, Arkansas. Thus started my federal career.

### ***NAFV: What was your favorite job in federal service?***

With a federal career span of over 35 years, where I was in multiple positions in FSIS, with details to SES positions in the Department of Interior and the Defense of Department, it is difficult for me to identify just one favorite job; I will limit it to two.

The first was my position as a Residue Staff Officer (GS-701-13) for the Southwest Regional Office (SWRO).

The Regional Director gave me the freedom to create several pilot programs for the inspection-based FSIS residue program. Based on the

improved public health and food safety results, the multiple new programs I created were all subsequently adopted and implemented nationwide. Most of them exist even today.

My ultimate rise to the Agency's Chief Public Health Veterinarian (CPHV) was very fulfilling and completed a full circle in my career. As the CPHV, I was afforded the opportunity to return to my roots and support the entire field veterinary workforce. Specific items I was tasked to oversee included:

Leadership on technical issues and standards related to food safety and public health, and to oversee veterinary personnel education, training, retention, and support. Also, partnering with State veterinarians, APHIS-Veterinary Services, academia and members of the regulated industry.

### ***NAFV: Why was this the right time for you to retire?***

After 45 years of public health service, I feel that I have had a very good ride and a fulfilling career. I now wish to focus on other elements of my life. I hope to be as helpful as I can to address important issues related to One Health, public health and food safety - both domestic and abroad.

### ***NAFV: Anything else you'd like to add?***

I was fortunate to have started my federal career at a time when the top leadership of the agency were mostly veterinarians, all with exceptional public health-related education and training. Most major projects were established to address important public health hazards. Also, these major changes were mostly created from bottom up and not dictated from top down.

Over 60% of all human pathogens are zoonotic, and have represented 75% of all emerging pathogens during the past decade.

The best trained federal employ-



**Dr. Pat Basu**

ees to identify and thus help reduce the possible major disease outbreaks are veterinarians. Over the last decade, we have reduced the veterinary leadership of this Agency to almost zero.

Before we have the next public health-related outbreak, affecting millions of people in the United States, or a financial disaster resulting from a foreign animal disease outbreak, we need NAFV and AVMA to work with the Secretary and Congressional leadership to decrease the current field in-plant PHV vacancy rates. We also need to ensure that we have the experienced veterinarians moving up from front lines positions to the leadership roles at the headquarters, to ensure the necessary knowledge transfer to keep America safe.

Thank you for support in my journey in federal service and wishing everybody the best for 2018.

*Pat Basu, DVM, MS*

### **Recently Retired?**

Update your information with Ms. Mariana Barros at [mbarros@nafv.org](mailto:mbarros@nafv.org)

## FSIS Reaches Key Milestones in Protecting Public Health

**WASHINGTON, Dec. 21, 2017** – The U.S. Department of Agriculture’s (USDA) Food Safety and Inspection Service (FSIS) today announced key 2017 achievements in protecting public health, preventing foodborne illness and promoting confidence in the U.S. food supply.

In 2017, FSIS inspected more than 155 million head of livestock and 9.45 billion poultry carcasses. FSIS Inspectors also conducted 6.9 million food safety and food defense procedures across 6,500 regulated establishments to ensure that meat, poultry and processed egg products was safe and wholesome.

### Targeting Foodborne Illness

FSIS continued its multipronged approach to combat *Salmonella* in fiscal year (FY) 2017. FSIS continued sampling of poultry carcasses, established new pathogen reduction standards for *Salmonella* and *Campylobacter* in comminuted poultry and chicken parts. FSIS also sampled raw beef while continuing the sampling program for *Salmonella* in pork products to determine the presence and levels of *Salmonella* in five types of processed pork products.

### Collaboration

FSIS continued to strengthen coordination of federal foodborne outbreak response responsibilities with the Centers for Disease Control and Prevention (CDC) and the U.S. Food and Drug Administration (FDA). In collaboration with our partners, FSIS bolstered its approach to preventing illnesses and deaths associated with multistate foodborne outbreaks by stopping outbreaks rapidly, when they occur, and by preventing future foodborne outbreaks.

### Modernization

In 2017, FSIS continued its initiatives to modernize operations and inspection systems. FSIS continued to modernize poultry inspection under the New Poultry Inspection System (NPIS) through its science-based, preventive approach poultry inspection.

FSIS also enhanced its science-based approach to illness prevention with the introduction of whole genome sequencing. This technology will allow the agency to accurately identify and respond to outbreaks, enrich collaborations with other federal and state agencies and conduct efficient illness investigations back to the source. The agency is poised to address the 21st century’s public health challenges with continued modernization of processes, policies and technologies.

### Siluriformes Inspection

In 2017, FSIS successfully implemented inspection of Siluriformes fish by transitioning regulatory oversight from the FDA to FSIS. Following an 18-month transition period, full implementation of Siluriformes inspection began September 1, 2017. In addition, 100 percent re-inspection of imported shipments of Siluriformes fish began August 2, 2017. FSIS worked with

stakeholders to identify businesses, both domestic and international, that would be impacted to provide information and training on FSIS inspection requirements to ensure a smooth transition. FSIS also worked diligently with foreign countries to provide feedback on documentation submitted by countries seeking equivalence to import Siluriformes products to the United States.

In FY 2017, FSIS protected public health by preventing the entrance of, or removing over, 715,000 pounds of adulterated or ineligible imported Siluriformes product from U.S. commerce.

### Foreign Country Equivalence Oversight and Import Reinspection Programs

FSIS strengthened its oversight and reinspection of products coming into the United States. FSIS conducted equivalence determinations, audited foreign country systems and reinspected imported products to ensure that all imported products are safe and wholesome for American families. In 2017, FSIS completed ongoing equivalence verification audits of 17 countries to ensure compliance with applicable laws and regulations. Currently more than 185 establishments and 33 countries are deemed eligible by FSIS. In 2017, approximately four billion pounds of meat and poultry products were presented for FSIS re-inspection from the eligible countries that are actively exporting product to the United States.

### Outreach

Outreach is an important part of FSIS’ efforts to inform and educate a variety of audiences (including consumers and regulated industry) on FSIS policies, activities, and foodborne illness prevention.

In addition, our outreach is critical to our continued efforts to modernize and ensure that small and very small plants have access to resources and valuable FSIS guidance. To ensure that regulated establishments have clear information from FSIS, the agency issued guidance to the industry on several critical topics, including how to label product correctly and support those labeling claims.

FSIS provided consumer information through new and enhanced channels including Pinterest and extended hours of operation for the USDA Meat & Poultry Hotline.

### Next Steps

“FSIS will continue to increase our use of whole genome sequencing and develop key informational tools and resources for inspection personnel,” said Acting FSIS Administrator Paul Kiecker. “We’ll continue to ensure that U.S. meat, poultry, and egg products are the safest in the world.”

FSIS currently employs more than 9,000 employees, of which over 8,000 work in federally-regulated establishments, laboratories, import establishments or in-commerce facilities.

## USDA Announces Proposed Rule to Modernize Swine Inspection

### Source: FSIS

WASHINGTON, Jan. 19, 2018 - The U.S. Department of Agriculture's (USDA) Food Safety and Inspection Service (FSIS) today announced its continued effort to modernize inspection systems through science-based approaches to food safety. USDA is proposing to amend the federal meat inspection regulations to establish a new voluntary inspection system for market hog slaughter establishments called the New Swine Slaughter Inspection System (NSIS), while also requiring additional pathogen sampling for all swine slaughter establishments.

The proposed rule also allows innovation and flexibility to establishments that are slaughtering market hogs. Market hogs are uniform, healthy, young animals that can be slaughtered and processed in this modernized system more efficiently and effectively with enhanced process control.

For market hog establishments that opt into NSIS, the proposed rule

would increase the number of offline USDA inspection tasks, while continuing 100% FSIS carcass-by-carcass inspection. These offline inspection tasks place inspectors in areas of the production process where they can perform critical tasks that have direct impact on food safety.

"FSIS is excited to continue modernizing inspection practices, while allowing opportunities for industry to innovate and streamline food production," said Acting Deputy Under Secretary for Food Safety Carmen Rottenberg. "There is no single technology or process to address the problem of foodborne illness, but when we focus our inspections on food safety-related tasks, we better protect American families."

In this proposal, USDA would also amend the regulations that apply to all establishments that slaughter swine. The new requirements would ensure that establishments implement measures to control en-

teric pathogens that can cause foodborne illness. Specifically, all swine slaughter establishments would be required to implement appropriate measures to prevent contamination throughout the entire production process in their Hazard Analysis and Critical Control Point (HACCP) plans, Sanitation Standard Operating Procedures (Sanitation SOPs), or other prerequisite programs. The new requirements would ensure that both USDA and the establishment have the documentation they need to verify the effectiveness of these measures on an ongoing basis. There will be a 60-day period for comment once the rule is published in the *Federal Register*.

To view the proposed rule and information on how to comment on the rule, visit the FSIS website at [fsis.usda.gov/wps/portal/fsis/topics/regulations/federal-register/proposed-rules](http://fsis.usda.gov/wps/portal/fsis/topics/regulations/federal-register/proposed-rules).

## FDA Food Safety Modernization Act (FSMA)

### FDA Guidance Explains Enforcement Discretion Related to FSMA Provisions

January 4, 2018

The FDA announced today that it intends to exercise enforcement discretion for certain provisions in four of the rules that implement the FDA Food Safety Modernization Act (FSMA). This means that during the enforcement discretion period, the agency does not intend to enforce these provisions as they currently apply to certain entities or activities.

The enforcement discretion announced today pertains to specific provisions in the Current Good Manufacturing Practice, Hazard Analysis, and Risk-Based Preventive Controls for Human Food rule (PC Human Food), Current Good Manufacturing Practice, Hazard Analysis, and Risk-Based Preventive Controls for Food for Animals

rule (PC Animal Food), Foreign Supplier Verification Programs rule (FSVP), and Standards for the Growing, Harvesting, Packing, and Holding of Produce for Human Consumption rule (Produce Safety) and how they apply to:

- facilities that would be farms except for certain factors and activities,
- written assurances provisions in all four rules related to the control of identified hazards or microorganisms that are a potential risk to public health
- the animal food preventive controls requirements for certain manufacturing/processing activities performed on human food by-products used as animal food
- FSVP requirements for importers of food contact substances.

In general, the FDA is exercising

enforcement discretion to allow time to consider changes or other approaches to address concerns regarding the application of these provisions to certain activities or entities. FDA had previously extended the compliance dates for many of the provisions covered by this enforcement discretion guidance (see August 2016 compliance date extension) but is now exercising enforcement discretion.

For more information please see the fact sheet, constituent update, and guidance available at [FDA.gov](http://FDA.gov).

Source: <http://bit.ly/2CjBNwE>

### TELEWORK COMMENTS?

NAFV is still working hard to advocate for reasonable accommodations. With any comments, please contact [nafv@nafv.org](mailto:nafv@nafv.org).



## Faces of Food Safety: Dr. Suresh Dua Four Decades of Devoted FSIS Service



**Photo:** Dr. Suresh Dua (third from left), supervisory public health veterinarian, observes operational sanitation procedures in the processed product room during hog carcass fabrication at an establishment in Thurmont, Maryland.

Dr. Suresh Dua is a supervisory public health veterinarian (SPHV) and 39-year FSIS employee in the Raleigh district. Dua credits his longevity in the Agency to his parents and to his tenacity in learning as much as he could about microbiology, bacteriology and epidemiology.

“Knowledge is very important to me and my parents taught me from a very young age, growing up in the Mhow district of Indore, India, that having an education helps you become independent,” Dua said.

Dua pursued his higher education, earning a Bachelor of Veterinarian Science in Animal Husbandry in 1965, and a Master of Veterinary Microbiology from Agra University in 1967. He chose these fields of study because he wanted to identify causes of foodborne illness with, hopes of curtailing it.

“I studied microbiology, a science that studies extremely small forms of life such as bacteria and viruses; bacteriology, and epidemiology. These are the three scientific approaches to identifying, understanding and hopefully preventing human foodborne-related illnesses and hazards,” Dua said.

His parents believed that attending an American university would help their son obtain his goal of earning a Doctor of Veterinary Medicine degree. With their encouragement, Dua immigrated to the United States in 1972 and landed in his new hometown, Buffalo, New York. After a year of work, Dua found his way back to what he loved—learning. He fulfilled his dream in 1978, when he earned a Ph.D. in Microbiology from

the University of Minnesota’s School of Veterinary Medicine.

### The Student Becomes the Teacher

That same year, Dua obtained a position at FSIS as a veterinary medical officer (VMO) in DeKalb, Illinois. In the years that followed, he assumed roles as a supervisory VMO, staff officer, international affairs coordinator and district epidemiology officer. Since 2004, he has been in his current role as an SPHV in Mt. Airy, Maryland. Dua explains how his nearly four decades in the Agency play a role today.

“I was fortunate enough to work on the inspection line, in the district office and at the headquarters level. It has offered me a broad view of FSIS,” Dua said. “All that experience is contributing to my performance in my current role as a supervisor of five consumer safety inspectors.

As an SPHV, Dua is responsible for enforcing federal meat and poultry inspection procedures on a daily basis. This includes responsibilities associated with live animal handling, including humane slaughter oversight, as well as overseeing inspection procedures throughout the entire establishment, including processing operations.

Aug. 26, 2018, will mark Dua’s 40th year of service. He has no plans to retire, but looking back he says, “I really have enjoyed my career with FSIS. It has been my pleasure to work with different supervisors as they have been helpful in guiding me and keeping the focus on the Agency’s objective: protecting the public’s health by ensuring the safety of meat, poultry and processed egg products. I enjoyed working for them, although, many of them have retired. I’m not ready to leave though because I still haven’t completed my mission in FSIS.”

### Family and Sports, Sports and more Sports

Dua and his wife, Nisha, have two sons, three grandsons and a granddaughter. Dua loves watching his grandchildren practice and play in basketball tournaments.

To keep himself fit, he takes early morning and evening walks. He enjoys Bollywood movies, and watching football (American ) including the Super Bowl. Of all the sports, Dua enjoys cricket most.

Source: <http://bit.ly/2rkOne0>

***“It is not in the still calm of life or the repose of a pacific station that great characters are formed. The habits of a vigorous mind are formed in contending with difficulties.”***

- Abigail Adams,  
First Lady and political advisor

## Legislation Calls for 3% Pay Raise in 2019

by Ian Smith, FedSmith.com

Legislation has been introduced in both the House and the Senate that would give federal employees a 3% pay raise in 2019.

The House version ([H.R. 4775](#)) was introduced by Congressman Gerry Connolly (D-VA), and the Senate version ([S. 2295](#)) is sponsored by Senator Brian Schatz (D-HI). The language of the bill stipulates that for calendar year 2019, the rates of basic pay would be increased by 2%, and locality pay rates would increase by 1% to create the 3% total.

Known as the Federal Adjustment of Income Rates (FAIR) Act, it is a bill that both lawmakers have teamed up to introduce each year since 2014. Last year, for example, the bill called for a 3.2% pay raise for federal employees in 2018. The year before that, it called for a 2017 raise of 5.3%.

Neither pay raise materialized, however. As readers are no doubt aware, the average pay raise in 2018 turned out to be 1.9%. In 2018, it was an average of 2.1%.

### A Pay Freeze in 2019?

While some federal employees might feel a 3% raise

in 2019 is too low, it would be much better than the rumored alternative: no raise at all.

Rumors surfaced recently that the Trump administration was considering a pay freeze for the federal workforce in 2019. The news came from an Office of Management and Budget document that was leaked by a whistleblower. A statement in the document said, "The President's FY 2019 budget proposal will seek a government-wide pay freeze for all civilian federal employees..."

It is too early to know, of course, what 2019 will bring in terms of a pay raise. In the meantime, you can see what your 2018 salary will be with the 1.9% average raise that went into effect at the start of the year with our [GS Pay Calculator](#).

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Original article: <https://www.fedsmith.com/2018/01/12/legislation-calls-3-pay->

## USDA Announces Proposed Rule to Amend Egg Products Inspection Regulations

**Source: FSIS Office of Communication**

**WASHINGTON, Jan. 9, 2018** – The U.S. Department of Agriculture's (USDA) Food Safety and Inspection Service (FSIS) today that it is proposing to amend the egg products inspection regulations by requiring official plants that process egg products to develop Hazard Analysis and Critical Control Points (HACCP) systems and Sanitation Standard Operating Procedures (Sanitation SOPs) and to meet other sanitation requirements consistent with the meat and poultry regulations. FSIS is proposing that official plants will be required to produce egg products in such a way that the finished product is free of detectable pathogens. The regulatory amendment also uses agency's resources more efficiently and removes unnecessary regulatory obstacles to innovation.

The proposed rule aims to modernize food safety inspection systems at egg products plants. Under the HACCP system, plants will be able to tailor a food safety system that best fits their particular facility and equipment. Furthermore, by removing prescriptive regulations, egg products plants will have the flexibility and the incentive to innovate new means to achieve enhanced food safety.

"[W]e are committed to strengthening consistency across the services that FSIS inspection personnel carry out for the consuming public," said Acting Deputy Under Secretary for Food Safety Carmen Rottenberg.

In addition, FSIS will be further fortifying the safety of the American consumer by taking over jurisdiction of egg substitutes, which pose the same risk as egg products and will be treated with the same level of scrutiny and care.

The impact cost for the proposed rule is mitigated by the fact that 93% of egg products plants already use a written HACCP plan that addresses at least one production step in their process, while also alleviating the unnecessary costs associated with the current prescriptive regulations.

To view the proposed rule, visit the FSIS website at: <https://www.fsis.usda.gov/wps/wcm/connect/a63034b9-2204-45ca-a35d-bbb0345b86eb/2005-0015.pdf?MOD=AJPERES>.

### REMINDER:

**NAFV Millennial Committee Call**  
**Wednesday, February 2, 2018**  
**8:00 PM ET**

For call information, please contact [mbarros@nafv.org](mailto:mbarros@nafv.org). All NAFV members, millennials and otherwise, are encouraged to participate.



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## APHIS Recognizes Mexico as Free of Classical Swine Fever

Jan 12, 2018

The United States Department of Agriculture's (USDA) Animal and Plant Health Inspection Service (APHIS) is recognizing Mexico as free of classical swine fever (CSF). At the request of Mexico's government, APHIS completed a thorough review, which included updating its initial risk assessment in 2016 following a 2015 site visit. Using this information, APHIS determined that the risk of introducing CSF into the United States through imports of live swine, swine genetics, pork and pork products is very low. These items can safely be imported following the conditions outlined in APHIS's import regulations, while still protecting the United States against CSF.

The regulations require pork or pork products: be accompanied by a certificate issued by a Mexican government veterinary officer, and the pork or pork

products must come from swine raised and slaughtered in regions APHIS considers CSF-free. APHIS previously recognized specific regions within Mexico as free of CSF, and the certifications previously used for that region can be used for the entire country. APHIS will coordinate with FSIS to ensure both agencies' import requirements are met.

While APHIS is removing most of the CSF restrictions on these items from Mexico, APHIS must still consider other animal health concerns related to the import of live swine and swine genetics. APHIS will address these issues in import protocols for the commodities, consistent with the agency's domestic swine programs and swine health status.

CSF is a highly contagious viral disease in pigs. It was eradicated from the United States in the late 1970s after a long effort from the industry, state and federal government.

## AVMA Call for Hot Topics at the Annual Convention this July!

The Call for Hot Topics is now open for the AVMA Convention 2018 in Denver, Colorado on July 13-17.

[Click here to submit a Hot Topics proposal.](#)

The submission site closes on **Friday, March 16, 2018 at 11:59 PM CT.**

Submissions are reviewed by AVMA's Convention Education Program Committee (CEPC) and notifications will be sent out in April 2018. Please ensure all required information is completed on the form.

Incomplete submissions are at risk of not being accepted due to lack of information.

Questions? Email [AVMA\\_CE@avma.org](mailto:AVMA_CE@avma.org).

### ***Call for Donations: NAFV Political Action Committee***

The National Association of Federal Veterinarians Political Action Committee (NAFV PAC) needs member donations. The NAFV PAC plays an important role in amplifying the voice of federal veterinarians with members of congress.

The NAFV PAC is a non-partisan, member-funded tool that unifies federal veterinarians and aids our ability to educate key decision makers on the issues that are important to NAFV members. By collectively mobilizing effort, the NAFV PAC provides an avenue for our membership to make a meaningful impact on informing congress about important issues. Together, we are greater than the sum of our parts and our strength in numbers is what allows us to lead the conversation on public policy matters. A small donation of \$10.00, multiplied by our membership, can go a long way in aiding collective action.

In the recent past, our PAC funds have been used to support congressional members who support NAFV policies. However, our PAC funds have dwindled. We are asking members to contribute to the NAFV PAC fund at suggested rate of \$10 - \$20. Please consider contributing to this very worthy cause.

#### **Checks should be sent to:**

**The National Association of Federal Veterinarians PAC  
1910 Sunderland Place NW  
Washington, DC 20036**

Current federal employees are prohibited from direct influence or soliciting of PAC funds. The NAFV PAC is registered non-partisan political actions committee with the Federal Elections Commission, FEC ID: C00034942. Donations are not tax deductible and must be paid by check by the NAFV member only. Checks must note their intended donation to the NAFV PAC.

### **Ignorance is Expensive**

#### ***by FEDS Protection***

As this new year begins, we'd like to take a moment to reflect on the past as far too many of you still think you are immune to allegations of wrongdoing, regardless of how many times we reinforce the need to have professional liability insurance. Unfortunately, ignorance is expensive.

AVMA insurance DOES NOT COVER personnel actions arising out of your federal scope of employment. Every year, we provide claim information from the previous year. Last year was no different than previous years. FEDS paid claims in excess of \$30,000, \$40,000, \$50,000 and some over \$100,000 defending federal veterinarians for allegations made against them in the course of their federal employment. Only the names and dates changed from the previous years. These were the lucky ones - many veterinarians didn't have FEDS Protection in place and either paid for their own defense or resigned.

If an allegation is made against you - whether it come from plant workers, special interest groups, politicians, members of the public, co-workers, subordinates or managers - the challenge is having the

necessary expertise to defend yourself successfully. You will be dealing with a process that limits your rights and access to information. We recommend FEDS Protection because so many are simply unable to maneuver the process successfully without legal counsel.

Coverage is available for \$290 or \$145 annually if you are eligible for reimbursement up to half the cost. Payroll deduction is available to all regardless of eligibility reimbursement. If you are also a manager or supervisor, you should know that FEDS does not charge an extra \$100 to cover EPLI type claims. Unlike some carriers, this is your cost including coverage for EPLI type claims. Don't forget your \$10-member discount. Tell the FEDS representative you're a NAFV member or enter the discount code NAFV when prompted. The discount code *is* case sensitive.

#### **Enrollment takes less than 5 minutes.**

Call 866.955.FEDS, Monday – Friday 8am – 6pm ET or enroll on-line anytime at [www.fedsprotection.com](http://www.fedsprotection.com).

## NAFV Coordinator Updates

NAFV members, we currently have two members being considered for NAFV coordinator positions, Drs. Amy Gill and Lynne White-Shim, both from APHIS.

As always, we are asking member to submit comments to [nafv@nafv.org](mailto:nafv@nafv.org).

Please submit your comments by February 28, 2018.

### Amy F. Gill, D.V.M., Ph.D.

Dr. Amy Gill is interested in becoming a NAFV coordinator. Dr. Gill currently works as a Senior Staff Veterinarian Reviewer for APHIS/Veterinary Services/ Veterinary Biologics Division. She also serves on the Ames Civil Rights and Diversity Advisory Committee as the Federal Women's Program Manager.

Prior to her work with APHIS, Dr. Gill was a Supervisory Public Health Veterinarian with FSIS in Louisiana. In that position she provided oversight of a broiler slaughter facility and served on the EEOAC that included recruiting for Louisiana and other states within the district. She has also served as an adjunct instructor for the Veterinary Technology Program in the Northshore Technical Community College's Department of Biology teaching courses for degrees in veterinary technology and animal science.

She joined NAFV in 2011 and is interested in assisting NAFV members in the Ames, IA area as a co-coordinator, in addition to our current coordinator Dr. Linda Schlater. If you have any comments or concerns on this appointment, please send us a note to [nafv@nafv.org](mailto:nafv@nafv.org).

### Dr. Lynne White-Shim



Dr. Lynn White-Shim is a graduate of the University of Illinois, 2006, and recently joined APHIS–Animal Care. Previously, Dr. White-Shim served as the FSIS coordinator when she was with FSIS-OFO as a SPHV in FSIS.

Dr. White-Shim has also previously served as a staff consultant with the AVMA where she facilitated policy development and advocacy. She is a self-described service-oriented veterinarian with a passion for advocacy, which drives her interest in a Coordinator position with NAFV.

“As an AVMA staff person, I saw first-hand the value of grassroots-oriented advocacy on behalf of the profession. Now, as a public servant, I wish to assist NAFV by creating and promoting chapters, guiding members who request information, and help-ing to interact with federal agencies.”

Dr. White-Shim is now interested in serving as the APHIS-AC coordinator in Illinois, and per our bylaws, we are giving members the opportunity to re-submit comments on Dr. White-Shim. If you have any comments or concerns

on this appointment, please send us a note to [nafv@nafv.org](mailto:nafv@nafv.org).

## FSIS Rejects the National Chicken Council's Petition

by *Mariana C. Barros, NAFV*

Acting Deputy Undersecretary for the Food Safety Inspection Service, Ms. Carmen Rottenberg, in a letter has denied the National Chicken Council's petition to be exempt from the 140-birds-per-minute max under the New poultry Inspection System (NPIS).

“The Food Safety and Inspection Service (FSIS) has completed its review of the National Chicken Council's (NCC's) September 1, 2017, petition requesting that FSIS implement a waiver system to exempt young chicken establishments from the regulation that prescribes 140 birds per minute (bpm) as the maximum line speed under the New Poultry Inspection System (NPIS) (9 CFR 381.69(a)). As conditions for the waivers, the petition requests that establishments be required to opt into the NPIS, participate in the Salmonella Initiative Program (SIP), and develop a system for monitoring and responding to loss of process control. [...]

We have decided to deny your petition. In regard to implementing a new waiver system, FSIS already has detailed procedures for the submission of new technology notifications and protocols to the Agency.”

Full letter available at:  
<http://bit.ly/2nzOdu1>



# 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 FSIS Members**

**Dr. Joe Dees**, GS-12, MIS '83, Retirement, Taylorsville, MS

**Dr. Daniel Leonard**, GS-13, ISU '84, Retirement, Merville, IA 09/29/2017

**Dr. George Toups**, TEX '74, Deceased, Baton Rouge, LA 01/08/2018

### **USDA APHIS Members**

**Dr. Joe Anelli**, GS-15, ARA '84, Retirement, New Market, MD 01/27/2017

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### **Welcome New Members**

**Dr. Jessica Daul**, FSIS, GS-12, WIS '03, Green Bay, WI 10/22/2017

**Dr. Harry Malinski**, FSIS, GS-11, TEX '17, Bryan, TX 10/23/2017

**Dr. Jennifer Siembieda**, APHIS, GS-12, MO '98, Joplin, MO 10/25/2017

**Dr. Donald Kettelkamp**, FSIS, GS-12, ISU '03, Penn Laird, VA 10/22/2017

**Dr. Andria Coker**, FSIS, GS-12, OK '08, Afton, OK 11/15/2017

**Dr. Jillian Yarnell**, FSIS, GS-12, OSU '11, Osseo, MI 11/16/2017

**Dr. Kayla Wells**, APHIS-VS, OK '04, Beeville, TX 11/16/2017

**Dr. Charles Palmer**, FSIS, GS-12, OK '07, Broken Bow, OK 11/16/2017

**Dr. Jane M. Lewis**, FSIS, GS-12, COR '94, Windsted, CT 11/16/2017