



# FEDERAL VETERINARIAN

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## REMINDER

NAFV Members,

During these uncertain times, we remind you that NAFV is here to serve you!

If you have any questions on guidance related to COVID-19 or any other matters related to your duties during this time, we urge you to contact the NAFV National Office for help.

As always, you can reach us at [nafv@nafv.org](mailto:nafv@nafv.org) or 202-223-4878.

## IMPORTANT: NEW CONTACT INFORMATION FOR NAFV ATTORNEY, MR. WILLIAM G. HUGHES

Our NAFV General Counsel, Mr. Bill Hughes has recently changed his contact information. All NAFV members wishing to get in touch with him should reach out to him at the new contact information below.

Phone: 202-740-2380 | Email: [whughes@nafv.org](mailto:whughes@nafv.org)

## Hindsight is 20/20 - Protecting Yourself Professionally in the Times of COVID-19

by Mariana C. Barros-Titus |  
April 24, 2020

Public practice veterinarians play a critical role in controlling many well-known public health disease risks that can impact the national food supply. Veterinarians are involved in controlling diseases such as brucellosis, tuberculosis, *Salmonella*, *Campylobacter* and *E. coli* O157-H7 in livestock and poultry. In all these scenarios, it becomes abundantly clear that public practice veterinarians, and in particular federal veterinarians, play an integral role in both disease prevention and response to disease outbreaks in the US. Veterinary epidemiologists and microbiologists study disease spread and prevention, then conduct surveillance to track these diseases. Public Health Veterinarians (PHVs) and Veterinary Medical Officers (VMOs) equipped with the technical knowledge of these diseases, work alongside livestock producers and processors. They ensure that effective preventive measures are in place to mitigate impacts, ensure early detection of disease, and implement effective response strategies, ensuring early and effective control and eradication of these diseases. Federal veterinarians are a critical component in both animal and public health disease response and eradication.

At the National Association of Federal Veterinarians (NAFV) National Office, we have been listening to our members on the many duties

and roles federally employed veterinarians have been filling during the current response to COVID-19. Many of our members are continuing their regular duties, while others have had to find creative ways to accomplish their duties safely. Some are providing guidance to state, local, and industry stakeholders, while others continue to provide critical regulatory and inspection oversight of animal health and food safety programs. Agency and program staff in headquarters and regional offices have been doing their best to keep field staff informed and equipped as quarantines and outbreak clusters impact different regions and territories. However, it is important to appreciate that most everyone is doing *the best they can* in unprecedented times.

Not since the Spanish flu of 1917-18 have we been in this pandemic scenario. Even so, our world is much more connected than it was back then and the scope of considerations that must be taken into account are much greater. Further, according to our yearly federal workforce surveys, the current federal veterinary workforce numbers have been slowly declining over the last decades, with many agencies seeing the lowest numbers in Veterinary Medical Officers and Public Health Veterinarians since the early 2000's. As a critical component of our nation's food supply and public

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Any veterinarian employed full time by the federal government may become an active member. Dues are \$260.00 annually, payable annually, semiannually, PayPal (annually or monthly), or by federal payroll deductions (eligibility for payroll deduction is limited to USDA veterinarians --of \$10.00 authorized by signing USDA Form AD 1054 (FSIS) or SF 1187 (APHIS)). Uniformed veterinarians dues are \$160.00 annually. *Active duty* uniformed veterinarians-- please contact the NAFV office.

Associate membership is granted to active members when they retire from federal service. Associate members pay no dues. Associate members receive the NAFV newsletter by email.

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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(Continued from Pg. 1, "Hindsight is 2020")

health infrastructure, today's federal veterinary workforce is tasked with maintaining their awareness of any information that can help protect our nation's agriculture workforce and food supply. As such, it's imperative that veterinarians are staying abreast to all of the guidance being provided by CDC, OPM, OSHA, and their individual agencies. We have listed some helpful resources below.

If past emergency situations have taught us a lesson, it is that hindsight can be 20/20 and when we look back at this COVID-19 crisis, "the best you can do" may not have been good enough. When discussing the current questions and concerns that we are receiving from our membership, NAFV asked our General Counsel if he had any guidance he would recommend to our members in this time. According to Mr. Bill Hughes, as federal veterinarians are navigating these challenging times, the best way you can protect yourself from occupational 'blowback' is to carefully document your decision-making. While you should all be keeping records in regular times, it is especially important for any situation that might be controversial or that might deviate from standard practices. We have put together the following guidelines to consider when documenting your decision-making.

**DOCUMENTING DECISION-MAKING AS FEDERAL VETERINARIANS**

- When possible, document any instructions that would require any changes in established agency policies. If you receive instructions that are not given in writing, keep a business record of having received it, and if possible, send whoever gave the instruction a written record that the specific instruction has been received. This includes instructions

on expanded coverage and operating short staffed. It should also include situations where plants are permitted to use inspection procedures that do not follow standard approval processes, or line speeds faster than permitted based on approved and available staffing.

- These records should be kept secure in some way and a copy should be stored somewhere other than your government computer or device (a paper copy or a thumb drive).
- PHVs and VMOs should also consider submitting confirmation memos to their supervisors, especially in the event you feel an instruction has been given which puts you at risk for 'blowback'. A confirmation memo simply restates the instruction as you received it, the time and format used to deliver it, along with your understanding of how you are to carry out the instructions. If you disagree with the instructions you have received, you can also include language that states your disagreement with it, but that you intend to follow the instructions as you have received them from your leadership and headquarters. These records will be invaluable in the event that you find yourself having to defend why you did or did not take specific actions upon review.
- If you are in a position of having to implement or explain a change in standard operating procedures or regulatory requirements to employees or the regulated entity, you should take care to clearly communicate these changes. It is best to explain, both verbally and in writing, any such changes and allow for a Q&A opportunity.

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(Continued from Pg. 2, "Hindsight is 20/20")

- If necessary, as a member of NAFV, you may engage Mr. Bill Hughes in your drafting process, as he can provide specific guidance to help you in your individual situation.

Finally, we have also been informed of inter-agency collaboration efforts that are being pursued in order to ensure proper food safety oversight staffing. For those federal veterinarians who may be detailed to duty stations outside of their normal circuits, or those who may be volunteering from other agencies as volunteer-details, it is especially important that you make a careful record of instructions received and decisions made. While it can certainly make for a compelling defense, being outside of your normal scope of duty does not protect you in the event that there is an act of error or omission.

NAFV also continues to track federal personnel legislation as it relates to impacts to our members that may arise from the response to COVID-19. We encourage our members to reach out to our National

Office with any questions, comments, or concerns that you would like addressed in your areas. For any legal counsel, please refer to Mr. Bill Hughes at [whughes@nafv.org](mailto:whughes@nafv.org). In addition, for those who are also members of FEDS PLI, we recommend also reaching out to their counsel with any questions or concerns you may have.

#### Additional Resources:

- [CDC Coronavirus \(COVID-19\) Page](#)
- [CDC Coronavirus Disease 2019 Frequently Asked Questions](#)
- [OPM coronavirus Disease Page](#)
- [World Health Organization \(WHO\) Coronavirus Information Page](#)
- GOVExec - [Coronavirus News That Matters to Feds](#)
- [Federal News Network – Find Out What Your Agency is Planning](#)
- [Government Response to Coronavirus, COVID-19](#)

## USDA Announces Action Plan at Pork Forum

**Source:** [APHIS](#) | 03/06/2020

The U.S. Department of Agriculture's Under Secretary for Marketing and Regulatory Programs, Greg Ibach today announced additional measures to control and eradicate African Swine Fever (ASF) if the virus is ever detected in the U.S.

"First and foremost, USDA is committed to doing all it can to prevent ASF from entering the U.S. and we greatly appreciate the pork industry's vigilance and partnership in this successful effort thus far," said Under Secretary Ibach. "However, the additional measures I am announcing today will strengthen our ability to quickly and effectively respond to the disease if detected here at home."

USDA is prepared to implement the following measures to help ensure an immediate and effective response if ASF is detected in the U.S.:

The Secretary would immediately take necessary steps to declare an "extraordinary emergen-

cy" establishing USDA as the leader of a coordinated national approach to control and eradication, and ensuring the availability of funding and additional resources necessary for the response.

USDA would issue a national standstill of at least 72 hours to prohibit all movement of swine increasing USDA's ability to stop disease spread and to act quickly to restore movement on a regionalized basis.

For the depopulation of infected and exposed animals, USDA would work with states and industry to utilize the most efficient and effective depopulation methods approved by the American Veterinary Medical Association that are appropriate for the affected premises.

To prevent virus from leaving infected premises, USDA will work proactively with industry and states to ensure producers have herd plans to deal with carcass disposal in line with regional and local requirements, supporting com-

posting and burial in place as preferred options.

To reduce paperwork, USDA plans to pay for virus elimination at a uniform, flat rate, based on the size of affected premises.

USDA researchers are developing vaccine candidates that show promise against ASF. Meanwhile, USDA will continue to work with industry and state partners to keep ASF out of the U.S.

"ASF is epidemiologically similar to foot-and-mouth disease and USDA's system of overlapping safeguards and prevention efforts have been successful against that disease for over 90 years now," said Ibach. "We remain confident those efforts will provide the same protections against ASF."

Note: ASF is a highly contagious and deadly viral disease affecting both domestic and feral (wild) pigs that has not been detected in the U.S. ASF does not affect human health and cannot be transmitted from pigs to humans.

## FSIS Announces New Student Loan Repayment Retention Program

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

### FSIS DIRECTIVE

4410.5

4/9/20

#### STUDENT LOAN REPAYMENT PROGRAM FOR IN-PLANT VETERINARY MEDICAL OFFICERS

#### I. PURPOSE

This directive provides instructions for the Student Loan Repayment Program (SLRP). This program is for current GS-12 in-plant Veterinary Medical Officers (VMOs). This Directive is supplementary to FSIS Directive 4537.1, Revision 2, Repayment of Student Loans Program, and DR 4050-537, Repayment of Student Loans.

#### II. BACKGROUND

FSIS uses the Student Loan Repayment Program (SLRP) to retain in-plant VMOs. In-plant VMOs possess unique qualifications and perform a function essential to the Agency mission. An in-plant VMO may be eligible to be considered for a student loan repayment if FSIS can demonstrate that in the absence of granting loan repayment benefits, the Agency would have difficulty retaining him / her. The SLRP is discretionary and contingent on available funding. The Agency will pay up to \$10,000 per qualified employee, per calendar year, for up to three years (\$30,000 total) in loan repayment. The program requires the employee to sign a three-year Service Agreement. The Agency will announce the application period annually via an FSIS Notice, the Wednesday Newslines, and e-mails to VMOs. Employees will be selected for the program on a case-by-case basis.

For more information on eligibility, responsibilities and service agreements, please see <https://bit.ly/2RWeTFo>.

### ***Salmonella* and Shiga Toxin–Producing *Escherichia coli* in Products Sampled in the Food Safety and Inspection Service Raw Pork Baseline Study**

*J Food Prot* (2020) 83 (3): 552–559

Research Article | February 21 2020

**MARIA E. SCOTT, EVELYNE MBANDI, STEPHANIE BUCHANAN, NASER ABDELMAJID, CHRISTIAN GONZALEZ-RIVERA, KIS ROBERTSON HALE, LISA JACOBSEN, JENNIFER WEBB, JENNIFER GREEN, PAUL DOLAN**

#### ABSTRACT

The Food Safety and Inspection Service (FSIS) conducts microbiological baseline studies to determine national prevalence of select foodborne pathogens in federally inspected meat and poultry products and to obtain data for risk assessments. The FSIS conducted a baseline study from 1 June 2017 through 31 May 2018 to characterize and determine the prevalence of *Salmonella* and assess the occurrence of Shiga toxin–producing *Escherichia coli* (STEC) in a variety of raw pork products. In total, 4,014 samples from slaughter and processing establishments were analyzed for *Salmonella*; a subset of these samples (1,395) from slaughter establishments were also analyzed for STEC. Analyses determined that the national prevalence of *Salmonella* in raw pork products was highest in comminuted products (28.9%), followed by intact cuts (5.3%) and nonintact cuts (3.9%). Less than 1% of samples analyzed were positive for the top seven STEC. Our findings indicate there is a need for additional pathogen reduction strategies for raw pork products.

<https://doi.org/10.4315/0362-028X.JFP-19-360>

# Federal Veterinarians - Are You Prepared?



As you know, Federal Veterinarians are critical in ensuring the nation's food safety and animal/livestock health with innumerable food safety initiatives, guidelines through FSIS, APHIS, DHS, CDC, and FDA, and various animal health programs. Many federal veterinarians also have the dual role of a manager, supervisor or officer within their respective agency. **This leaves you extremely susceptible to allegations, complaints, or potential lawsuits- just for doing your job.** Are you emotionally, financially and legally prepared to become the subject of an adverse administrative action, disciplinary proceeding, or civil lawsuit?

*The following is based off a real claims scenario from a federal veterinarian in which attorney fees totaled nearly \$115,000.*

Picture this: You are the subject of an Internal Controls Staff investigation of employee accountability for the unsanitary conditions found at one of the meat processing plants you supervise, which had its operations suspended and resulted in the agency recalling over 50,000 lbs. of meat. The findings of the investigation lead the agency to propose your removal from federal service based on a charge of neglect of duty, alleging that you failed to perform your regulatory and supervisory duties at the meat processing plant. While you argue that your actions were consistent with sanitation guidelines, the agency maintains its position and issues a final decision to sustain that charge. You are forced to appeal and litigate your removal before the Merit Systems Protection Board, or risk losing your livelihood.

### Without FEDS Protection:

You spend months paying out hourly fees to expensive federal employment attorneys in an attempt to defend yourself against the charges. The stress of the unknown begins to take a toll on your personal life, and as your savings begin to dwindle, you are forced to make the difficult decision to resign from federal employment in the best interest of your family's needs and finances and must begin looking for a new career.

**Total out of pocket costs: \$112,702.04**

### With FEDS Protection:

You are assigned your own personal attorney specializing in federal employment law and MSPB appeals, paid for entirely by your PLI policy. Although it still takes months, your attorney handles all of the stressful paperwork and procedures, and succeeds in winning the appeal. You continue to be gainfully employed by your federal agency without loss in pay or grade and support your family as before.

**Total out of pocket costs: \$280**

The bottom line is, allegations are unsettling. If one is made against you - whether it comes from plant workers, special interest groups, politicians, members of the public, co-workers, subordinates or managers – the challenge is having the necessary finances and expertise to defend yourself successfully. FEDS Professional Liability Insurance provides you with both legal defense and indemnity protection against allegations arising from your federal position, so you can do your job with peace of mind.

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## APHIS Administrator Shares 2019 Impact Report

Source: APHIS | 03/24/2020

The USDA seal includes the inscription “Agriculture is the foundation of manufacturing and commerce.” It’s fair to say that it is also the foundation of a stable and caring society because agriculture feeds and clothes the people. For nearly 50 years, it’s been the job of APHIS to protect American agriculture’s ability to feed and clothe the world by keeping it healthy. Every American and untold millions of people around the world benefit from healthy and profitable U.S. farms and ranches. It is my honor on behalf of over 8,400 employees, working in all 50 States, 4 territories, and 35 countries to report to you on [APHIS’ accomplishments in 2019](#). Some of the highlights include:

- 100 percent of the United States is now free of the plum pox virus, thanks to the work of Plant Protection and Quarantine, ending a 20-year battle with the most devastating viral disease of stone fruit worldwide.
- Unlike those in many countries, Americans don’t have to face African swine fever and foot-and-mouth disease, because Veterinary Services ensured there were no incursions of these most devastating of foreign animal diseases.
- More than 700 million air passengers flew more safely because Wildlife Services protected them from wildlife strikes at more than 870 U.S. airports and military bases around the globe.
- Dogs in breeding operations, primates in research projects, and zoo animals all were safer and healthier because 99 percent of Animal Welfare Act (AWA) licenses and registrants are in substantial compliance thanks to inspections, guid-

ance, and outreach by Animal Care.

- All Americans have a more abundant and more affordable food supply, and many others overcame devastating hardships, because more than 1,300 APHIS employees took time away from their families, homes, and regular duties to fight 38 emergency incidents like pest and disease outbreaks, natural disasters, and other threats to U.S. agriculture and health and safety.

And that’s just a small representation of the things reflected in our [2019 Impact Report](#). Please consider these numbers:

- APHIS protected 900 million acres of U.S. farmland.
- APHIS made it possible for \$137 billion in U.S. agricultural exports to move around the world.
- APHIS helped keep 21.6 million Americans employed in U.S. agriculture, food, and related industries.

I hope you’ll take some time to review the [APHIS 2019 Impact Report](#) to find out more about the impact of our work across the nation and worldwide.

You can also find more information about the impact of APHIS’ work by viewing the short videos linked below. Our Deputy Administrators tell the story of an agency with many missions, but one common purpose: keeping the American people fed, clothed, and safe.

Kevin Shea  
Administrator



FSIS has recognized the United Kingdom as a single food safety inspection system that encompasses England, Northern Ireland, Scotland and Wales, and has reinstated equivalence for the United Kingdom’s raw beef products inspection system. This notice provides instructions to inspection program personnel (IPP) at official import inspection establishments on actions to take when verifying the accuracy of inspection certificates for imported raw beef products from the central competent authority of the United Kingdom.

## Novel Coronavirus SARS-CoV-2: Fruit Bats and Ferrets are Susceptible, Pigs and Chickens are Not

*Source: FLI | 04/02/2020*

### First results of studies conducted at the Friedrich-Loeffler-Institute

With SARS-CoV-2, a novel zoonotic coronavirus originally believed to have originated from bats occurred in humans in China about three months ago, subsequently leading to a pandemic. Whether SARS-CoV-2 can also infect other animal species is being investigated by various research institutes worldwide. The Friedrich-Loeffler-Institut (FLI) started infection studies in pigs, chickens, fruit bats, and ferrets several weeks ago. First results show that fruit bats and ferrets are susceptible to SARS-CoV-2 infection, whereas pigs and chickens are not. The susceptibility of ferrets in particular is an important finding, as they could be used as model animals for human infection to test vaccines or drugs.

In the infection studies, the animals were inoculated nasally with SARS-CoV-2 to mimic the natural route of infection in humans via the nasopharyngeal route. Egyptian fruit bats, a megabat species,

were tested to gain knowledge about the suspected reservoir function of bats. These animals became infected, but did not show any symptoms of disease and did not infect their fellow animals efficiently.

Ferrets are a good model for humans for other respiratory infections, especially those caused by influenza viruses. Since SARS-CoV-2 mainly replicates in the respiratory tract, ferrets could also be a suitable model for this infection. Such an animal model reflecting human infection is currently sought urgently worldwide. FLI experiments show that ferrets can be efficiently infected with SARS-CoV-2, the virus replicates well and can be transmitted to fellow animals. The virus mainly replicates in the respiratory tract, but the animals showed no symptoms of disease. This provides an infection model that could be helpful in the testing of vaccines and drugs against SARS-CoV-2.

Farm animals in particular are in close contact with humans. Therefore, pigs and chickens have been tested for susceptibility to SARS-CoV-2. It was examined

whether the animals become infected, the pathogen replicates and the animals show symptoms of disease. It was also tested whether they. Presseinformation des Friedrich-Loeffler-Instituts 2 As Federal Research Institute for Animal Health, the Friedrich-Loeffler-Institut (FLI) addresses farm animal health and welfare. The work aims at the prevention, diagnostics and control of animal diseases, the improvement of animal welfare and animal nutrition as well as the preservation and use of farm animal genetic resources. excrete the pathogen and thus pose a potential risk to human health.

Under experimental conditions, neither pigs nor chickens were found to be susceptible to infection with SARS-CoV-2. According to the current state of knowledge, they are not affected by the virus and therefore do not pose a potential risk to human health. The complete evaluation of all test series will take some time, final results are expected at the beginning of May.

Original article: <https://bit.ly/2Vuv25R>

## APHIS Announces Consultation Board to Assist with Implementing National Animal Disease Preparedness and Response Program

*Source: APHIS | 03/30/2020*

The United States Department of Agriculture's (USDA) Animal and Plant Health Inspection Service (APHIS) has established a consultation board to assist the agency with implementation of the National Animal Disease Preparedness and Response Program. This new program was created by the 2018 Farm Bill to fund projects that will help prevent animal pests and diseases from entering the United States and reduce the spread and impact of potential disease incursions.

The board is comprised of 10 members nominated by the United States Animal Health Association

representing states, industry and academia, as well as one representative from USDA's Agricultural Research Service and one Tribal nation representative. APHIS Veterinary Services will coordinate and participate on the board.

The consultation board will recommend annual funding priorities, provide input to improve program policies and processes, nominate experts to review and rank funding proposals, and make recommendations for the program's annual spending plan. Once the board agrees on 2020 funding priorities, APHIS

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will announce details about how eligible entities can apply for funding.

The board will meet virtually on March 31, to set the 2020 NADPRP funding priorities. The board will also determine the process for rotating members and recruiting new members to assure fair representation of all entities eligible to participate in the NADPRP.

The following individuals will serve on the consultation board representing NADPRP eligible entities.

#### State Animal Health Officials

- Robert Cobb, Georgia
- Beth Thompson, Minnesota
- Sara McReynolds, Kansas

#### Industry Representatives

- Bovine – Dr. Kathy Simmons, National Cattlemen's Beef Association
- Porcine – Dr. Lisa Becton, National Pork Board
- Poultry – Dr. Denise Heard, U.S. Poultry and Egg Association
- Small Ruminant – Mrs. Amy Hendrickson, Wyoming Wool Growers, on behalf of the American Sheep Industry Association

#### Academic Representatives

- Mo Salman, Colorado State University
- Bruce Akey, Texas A&M – Texas Veterinary Medical Diagnostic Laboratory
- James Roth, Iowa State University

#### USDA Agricultural Research Services

- Cyril Gay, National Program Leader

#### Tribal Representative

- Lynda Zambrano, National Tribal Emergency Management Council

The 2019 NADPRP funding focused on training and exercises related to animal disease responses. In January 2020, APHIS awarded \$5.2 million to support projects for all major livestock industries and all regions of the United States, with a third of the projects impacting national or regional levels. These include:

- advancing training for all foreign animal disease diagnosticians (FADDs) across the United States through the development of an online training program and updated resources;
- preparing for an upcoming Foreign Animal Disease Southern Agriculture Functional Exercise that will focus on foot-and-mouth disease preparedness across all susceptible species; and
- building capability to implement a Secure Food Supply (SFS) plan and enhance business continuity during disease outbreaks through training and exercises for dairy, poultry and beef producers.

More information about NADPRP is available here: <https://bit.ly/3chWZod>.

Original article: <https://bit.ly/2RCGGKG>

## FDA To Temporarily Conduct Remote Importer Inspections under FSVP Due to COVID-19

**Source: FDA | 04/03/2020**

The U.S. Food and Drug Administration announced today that it will begin requesting that importers send records required under the [Foreign Supplier Verification Programs for Importers of Food for Humans and Animals \(FSVP\) rule](#) electronically (or through other prompt means) to the Agency as it shifts to conducting these inspections remotely during the COVID-19 public health emergency.

The FSVP rule requires importers to perform certain risk-based activities to verify that their for-

ign supplier is producing the food in accordance with U.S. food safety standards. Until now, FSVP inspections to review FSVP records typically have been conducted at an importer's place of business. However, under the FSVP regulation FDA has the authority to make written requests for importers to provide records to the agency electronically or by other prompt means. Because of the travel restrictions, social distancing, and other advisories associated with the COVID-19 outbreak, the FDA has determined that most routine onsite inspections are tem-

porarily impractical to conduct at this time. Therefore, the Agency will shift to temporarily conducting FSVP inspections remotely as practical until further notice. The FDA will immediately begin conducting a limited number of remote inspections, prioritizing the inspections of FSVP importers of food from foreign suppliers whose onsite food facility or farm inspections have been postponed due to COVID-19. The Agency is also planning to continue to conduct previously assigned routine

(Continued on Pg. 9, "FDA to...")



(Continued from Pg. 8, "FDA to...")

and follow-up inspections remotely during this time. Importers subject to the remote inspections will be contacted by an FDA investigator who will explain the process for the remote inspection and make written requests for records. In rare situations, such as in

response to an outbreak of food-borne illness, FDA may still choose to conduct an onsite FSVP inspection. In these instances, an FDA investigator will make arrangements to conduct the inspection while practicing the social distancing recommendations provided by the Centers for Disease

Control and Prevention. We encourage those that have questions about this temporary change in our inspection protocol to submit their questions online to [FDImportsInquiry@fda.hhs.gov](mailto:FDImportsInquiry@fda.hhs.gov).

## Make Sure You Love Leadership Before Taking It On Leadership's Dirty Little Secret

by **Wally Bock** | March 5, 2020

Hardly anyone says this, but it's important. You can aspire to leadership for all the right reasons. You can master catalogs full of specific techniques. You can have the best coaches and the best mentors. But if you don't love the work of leadership, you won't be a success and your life will be miserable.

### **If You Don't Love the Work, Things Will Go Badly**

If you don't love the work, every day will be hard. You may find yourself lying in bed in the morning dreading the need to get up and go to work. If you don't love the work, you won't get in the flow often. You'll have to think about and rationalize everything you must do.

If you don't love the work, you need lots of recovery time. But there's a catch. If you don't love the work, you won't be very efficient, and you'll probably need more work time.

If you don't love the work, you won't seek out opportunities to learn. Oh, sure, you may set some learning goals. But you won't naturally and automatically seek out opportunities to learn from experience, from courses, and from others.

### **How to Find Out If You Love the Work**

If you're thinking about leadership, you need to find out if you will love the work. How do you do that?

You can analyze whether parts of the work are things you enjoy. Do you like helping others suc-

ceed? Are you comfortable stepping back and letting the team be your destiny? Do you (not do you think you can) confront others about performance and behavior issues? Do you make decisions easily and then live with them?

Doing an analysis will help you. If you can't answer "yes" to those core components of what leaders do every day, leadership may not be for you. If you answer yes, then the best thing to do is to try on the role.

There are lots of ways to try on the role. You can take a temporary assignment leading a project team or task force. You can take on a leadership role in a community or nonprofit organization.

Beware! It's easy to fool yourself into believing that you will do all these things naturally and joyfully.

Great leaders enjoy what they do and do it well. This is not something you think through and decide. It's something you discover about yourself.

### **Bottom Line**

You will not be the kind of leader you want to be unless you love the work. Before you accept a move to leadership, analyze yourself and what drives you. If the work of leadership will be something you do easily and well, you will probably love the work. If not, not.

**Original Article:** <https://bit.ly/39qkKJ4>

## REMINDER: Follow NAFV's Latest News!

Members, make sure you're staying abreast to all of the news and information we're putting forth. First, make sure that you're information is up to date in our membership records. To ensure we have your latest info, please contact the NAFV National Office at 202-223-4878.

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## MMWR: Notes from the Field: *Brucella abortus* RB51 Infections Associated with Consumption of Raw Milk from Pennsylvania — 2017 and 2018

Source: [Weekly / April 17, 2020 / 69\(15\);482–483](#)

In December 2018, the Pennsylvania Department of Agriculture (PDA) and Pennsylvania Department of Health (PADOH) were notified of a New York patient with brucellosis caused by infection with *Brucella abortus* RB51, the live attenuated vaccine strain of *B. abortus* used to prevent brucellosis in cattle (1). Brucellosis is a serious zoonotic infection caused by the bacteria *Brucella* spp. The most common sign is fever, followed by osteoarticular symptoms, sweating, and constitutional symptoms (2). Without proper treatment, infection can become chronic and potentially life-threatening (2). The patient had consumed raw (unpasteurized) milk from dairy A in Pennsylvania.\* In July 2017, Texas health officials documented the first human case of domestically acquired RB51 infection associated with raw milk consumption from a Texas dairy (3). In October 2017, a second RB51 case associated with raw milk consumption was documented in New Jersey†; the milk source was not identified at the time.

To determine the RB51 source for the New York case, PDA conducted an environmental investigation at dairy A in December 2018. PDA collected individual milk samples from all cows, excluding those known not to have been vaccinated against *B. abortus*, and from the bulk milk tank, which included milk pooled from all cows. All milk samples underwent polymerase chain reaction (PCR) testing and culture; whole-genome sequencing (WGS) was performed on patient and milk sample isolates. PDA conducted a traceback investigation of any cow with a milk sample that tested positive for RB51. PADOH worked with the raw milk cooperative that distributed dairy A's milk to notify potentially exposed consumers and distributed notifications through Epi-X§ to identify cases.

Dairy A sold only raw milk and did not provide RB51 vaccination to cows born there (16 of the 30-cow herd). The remaining 14 cows were born outside the dairy and had inadequate vaccination records to determine whether they had received RB51. Because these cows might have been vaccinated, milk samples were collected from them. RB51 was detected by PCR and isolated in milk samples collected from the bulk tank and a single cow (cow 122). WGS

identified two distinct RB51 strains shed by cow 122: one matched the 2018 New York patient's isolate (3 single nucleotide polymorphisms [SNPs] different) and one, unexpectedly, matched the 2017 New Jersey patient's isolate (1 SNP different). The two different RB51 strains were also shed from different quarters of cow 122's udder.

Traceback revealed that cow 122 had received RB51 in 2011 and was purchased by dairy A in 2016. During 2016–2018, dairy A distributed raw milk potentially contaminated with RB51 to 19 states; PADOH notified those states' public health veterinarians. PADOH provided a letter with RB51 information and brucellosis prophylaxis recommendations to the cooperative, which they distributed to dairy A customers. No additional cases were identified. Cow 122 was excluded from milk production, and serial PCR testing of bulk milk samples were subsequently negative for RB51.

Isolation of two different RB51 strains from different quarters of a cow's udder has not previously been reported. These infections highlight the need to prevent RB51 infections. Raw milk consumption is also associated with serious illnesses caused by other pathogens, including *Campylobacter* spp., Shiga toxin-producing *Escherichia coli*, and *Salmonella* spp. (4). During 2007–2012, the number of raw milk outbreaks in the United States increased; 66 (81%) of 81 reported outbreaks occurred in states where raw milk sale is legal (5). Pregnant women, children, older adults, and persons with immunocompromising conditions are at greatest risk for infection.¶

To eliminate infection risk from milkborne pathogens, including RB51, all milk should be pasteurized. Because limited information is available about intermittent or continuous RB51 shedding among dairy cows, more research is needed to more fully understand this emerging public health threat for milk consumers. States can also consider the United States Animal Health Associations' recommendations regarding the need for RB51 vaccination in areas where *B. abortus* is not endemic in wildlife.\*\*

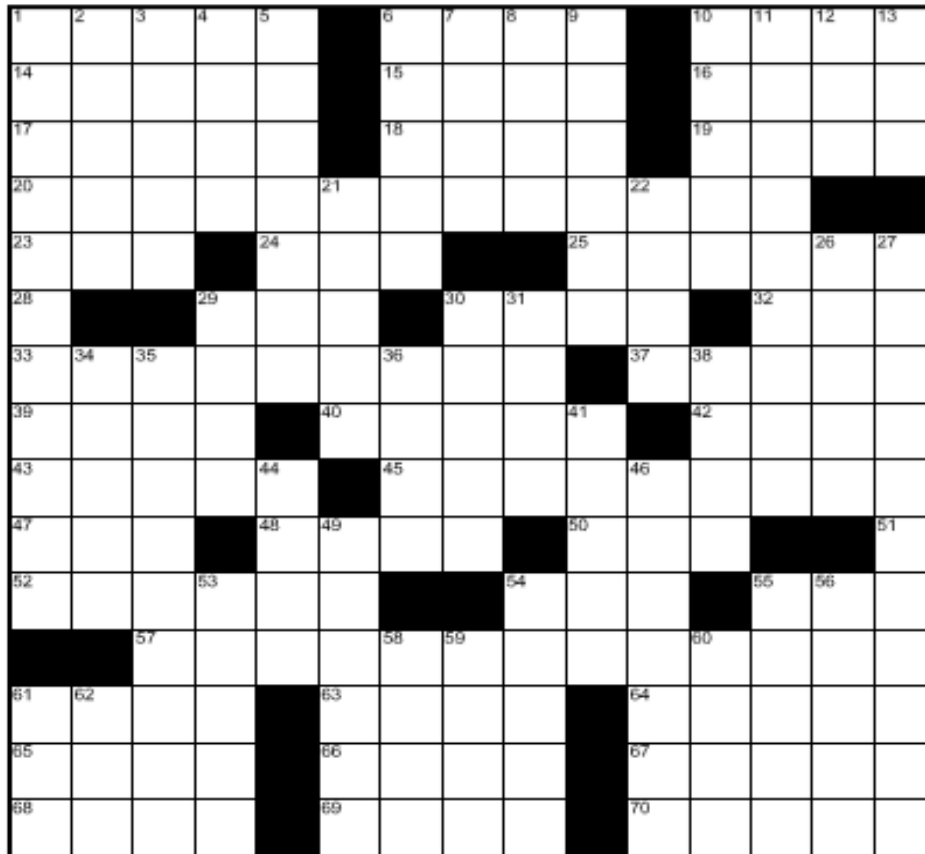
References available at: <https://bit.ly/2W8gSry>

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*“We can push ourselves further. We always have more to give.”*  
- Simone Biles, most decorated American gymnast

# The Red Book: Foot and Mouth Disease Response

NTEP



- 26 Question desire by text
- 27 Region in Northern France
- 29 Apricot
- 30 Ferber and St. Vincent Millay
- 31 A microchip
- 34 Wild ox
- 35 Protuberance
- 36 Hindu sun deity
- 38 A high-ranking officer (abbrev.)
- 41 Sternutation exclamation
- 44 A predecessor of the bazooka
- 46 State Vet states agreement with AVIC
- 49 An EPA exemption allows use of this disinfectant for FMD
- 53 Not very enthusiastic
- 54 A long solo
- 55 Mistook
- 56 French possessive adjective
- 58 Epis and PIs look for this
- 59 Compartmentalization might be one, according to Red Book
- 60 Czech dad
- 61 Before now
- 62 A minor deglutition

**ACROSS**

- 1 Bovine slang for money?
- 6 Egyptian oasis
- 10 Spanish cow
- 14 Filling up your inbox
- 15 Brightest star in Pegasus
- 16 An intermediate in organic chemistry
- 17 You gave, in Italian
- 18 Put on your PPE
- 19 Bonkers
- 20 OIE sets these (2 words, with 33 Across)
- 23 Designates a commissioned USN ship
- 24 Needed for bronze
- 25 Used a cash register
- 28 (blank clue)
- 29 Abbrev. for a nuclear regulatory agency
- 30 Biggest town in Kiowa County, Colorado
- 32 East of the Cascade range (abbrev.)
- 33 OIE sets these (2 words, with 20 Across)

- 37 To ship FMD virus, talk to this unit
- 39 These provide access to the WWW.
- 40 Denmark, a long time ago
- 42 A fast-tracked FDA application
- 43 Check your fly
- 45 \_\_\_ to live
- 47 60 degree compass heading
- 48 A cattle egret isn't one
- 50 Forms a corrosive acid on contact with water
- 51 (blank clue)
- 52 \_\_\_ pad, a bovine feature
- 54 Very, with emphasis
- 55 Space walk (abbrev.)
- 57 First goal of FMD response: \_\_\_ and contain (2 wds)
- 61 Without delay
- 63 A succulent plant with medicinal uses
- 64 A formal document
- 65 1958 musical film
- 66 Spring roll

- 67 Wombs
  - 68 Commentary
  - 69 Comic book Norse goddess
  - 70 Trips on horseback
- DOWN**
- 1 In a Type 2 outbreak, these would be the largest premises involved.
  - 2 Harbingers
  - 3 Places to dry hops
  - 4 Diminished in substance
  - 5 Warned of a threat
  - 6 A passenger car
  - 7 Romanian river
  - 8 Cordless internet access
  - 9 Supply
  - 10 At risk of B12 deficiency
  - 11 Pain relief
  - 12 Mechanical tooth
  - 13 A wing-like part
  - 21 Rechargeable battery
  - 22 Manages Curiosity and InSight

**FMD Response  
Puzzle Key  
available at:**  
<https://bit.ly/2V9FEs7>

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**MEMBER  
CHALLENGE:**

Members, we have another member challenge for you. If you'd like to enter for a chance to win an NAFV Centennial celebratory lapel pin, please complete this puzzle and submit it to the National Office at 1910 Sunderland Place NW, Washington, DC, 20036.

# Federal Veterinarians Protect and Improve Public and Animal Health and Welfare

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- Dr. Salvador Nassri**, FSIS, UNK, UAJ '93, San Antonio, TX
- Dr. Leela Noronha**, APHIS, UNK, VT UNK, Manhattan, KS
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- Dr. Chrislyn Wood Nicholson**, APHIS, GS-12, MSU UNK, Lancaster, PA

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- Dr. Jennifer Brown**, IN State Dept. of Health, PUR '00, Indianapolis, IN
- Anik Chavez**, Student, University of Minnesota, Miami, FL
- Dr. Ann Garvey**, IA State Dept. of Health, UNK, Des Moines, IA
- Dr. Jordan Mason**, WI Dept. of Health, UNK, Verona, WI

**We have lost touch with the following members.**  
**If you know them please ask them to give us a call.**

First name	Last name
Diane R	Forbes
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