



REMINDER

NAFV MEMBERSHIP DRIVE OCTOBER 1 - 31st!

NAFV Members,
This month, we are holding a membership drive where we are asking each member to recruit another member.

“Double your membership, double your voice!”

Help us ring in NAFV’s 100th year with a stronger, active, more robust membership!
See more on Pg. 11

Cooperative Screwworm Eradication Program Environmental Assessment, August 2017

The New World screwworm, *Cochliomyia hominivorax*, is a fly of the family Calliphoridae that is found in tropical and semitropical regions of North, Central, and South America. The screwworm is a serious pest of warm-blooded animals such as livestock, domestic and wild animals and, rarely, human beings, at an estimated average cost of \$20 million per year to the United States livestock industry.



Because screwworm has the potential to cause significant economic losses to animal breeders, dairy farms, and leather production, it is necessary to plan an effective emergency response to ensure that veterinary or medical treatment is done in a timely manner and that any risk of spread of released fertile adult flies from the infested host is prevented.

Although screwworm is usually a pest of large domesticated animals, it was recently identified in federally endangered Florida Key deer (*Odocoileus virginianus clavium*, a subspecies of white tailed deer). In July 2016, three cases of severe myiasis were found in three domestic animals, and in a Key deer, although confirmation did not come until September 2016. The following month, screwworm infestations were reported on several Keys. Many of the Key deer wounds that were infested by screwworms likely were from injuries from males battling one another for mates (rutting), causing head and shoulder wounds from antlers. This outbreak was the first Florida infestation in 57 years, and the first U.S. infestation in 34 years.

In response to the elevated threat of infestation of screwworms to livestock and humans in the United States, APHIS proposes to participate cooperatively with state agriculture departments in localized actions designed to exclude and eradicate screwworms in the United States. The emergency nature of these actions to exclude screwworms from being reintroduced to the United States requires that all necessary planning documentation be prepared in advance to allow the required emergency actions to proceed in a timely manner. Each eradication action will be adapted in response to the individual circumstances associated with the detection of persons or animals with myiasis. An infested passenger or animal could enter the United States at any international airport, border crossing, or marine port. Therefore, actions could occur at any location in the country. However, the urgency of response to actual pest risk increases at those locations where the screwworm fly has historically been known to breed year-round, particularly in the southern United States (Arizona, California, Florida, New Mexico, and Texas) where average winter temperatures are not cold enough to affect screwworm fly survival.

(Edited for length, the entire Assessment can be found at:

https://www.aphis.usda.gov/animal_health/emergency_management/downloads/screwworm-environmental-assessment.pdf)

► Inside this issue:

Call to Action: PSLRP Pg. 2

Member Spotlight: Dr. John Linville Pg. 5

NCC Petitions FSIS for Waiver on Line Speeds Pg. 6

Update on AI (H7N9) Pg. 9

NAFV Membership Drive! Pg. 11

Federal Veterinarian (ISSN 0164-6257)
1910 Sunderland Pl., N.W.
Washington, D.C. 20036-1608

is published monthly except bimonthly in Nov-Dec and May-June by, and in the interest of, the National Association of Federal Veterinarians to whom it is mailed free. Periodicals postage paid at Washington, D.C. Correspondence should be addressed to:

Executive Vice President
National Association of Federal Veterinarians
1910 Sunderland Pl., N.W.
Washington, D.C. 20036-1608

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.

Editor: William James, DVM, MPH
wjames@nafv.org

Postmaster: Send address changes to:
 Federal Veterinarian

1910 Sunderland Pl., N.W.

Washington, DC 20036-1608

Tel: (202) 223-4878 | Fax: (202) 842-4360

Email: nafv@nafv.org | Website: www.nafv.org

NAFV Board of Directors

President: Dr. Larry Davis

President-Elect: Dr. Barb Porter-Spalding

Secretary/Treasurer: Dr. Deanna Brown

Exec Vice President: Dr. John L. Shaw

Senior Staff Veterinarian: Dr. Michael J. Gilsdorf

General Counsel: William G. Hughes, Esq.

P.O. Box 340

Bozman, Maryland 21612

Tel: (410) 745-0045

CALL TO ACTION: PUBLIC SERVICE LOAN REPAYMENT PROGRAM

NAFV Members,

Late September, the Public Service Loan Forgiveness Program (PSLF) committee held its second meeting. During the meeting it was said numerous times how essential it will be to gather the voices and stories of veterinarians "outside the Beltway" who are counting on PSLF.



NAFV, along with other industry groups, is working with AVMA on saving this program, as it is projected to be quite expensive in the long run, and Congress is looking to cut or eliminate the program.

Our key message is that real people - veterinarians - doing important jobs impacting animal health and welfare, protecting food safety, advancing biomedical/food/agriculture research and innovation are counting on PSLF. They work in every state across the country. We need to put a veterinary face on this program. **We are looking for members interested in sharing their stories.**

If you are interested in becoming involved with this campaign, please contact Ms. Mariana Barros at mbarros@nafv.org.

For more info, see page 7!

New FAO Study Indicates that Livestock Primarily Consume Foods Not Fit for Human Consumption and Meat Production Requires Less Cereals than Generally Reported

Source: [FAO](http://www.fao.org) | 09/11/2017
More Fuel for the Food/Feed Debate

In 2050, the world will count 9.6 billion people, 70% living in cities with an average income almost twice as high as today. As a result, global demand for animal products will continue to grow and play a critical role in global food security and nutrition. But livestock use a large share of agricultural land and are often considered a resource drain. Particularly criticized is the low efficiency of livestock to convert feed into human edible protein and the competition for the use of cereals as livestock feed or for direct human food.

A new study by FAO and published in *Global Food Security* found that livestock rely primarily

on forages, crop residues and by-products that are not edible to humans and that certain production systems contribute directly to global food security, as they produce more highly valuable nutrients for humans, such as proteins, than they consume.

"I came to realize that people are continually exposed to incorrect information about livestock and the environment that is repeated without being challenged, in particular about livestock feed," says Anne Mottet, Livestock Development Officer at FAO. "There is currently no official and complete international database on what livestock eat. This study contributes to fill this gap and to provide peer-

(Continued on Pg. 3, "New FAO Study")

(Continued from Pg. 2, "New FAO Study")

reviewed evidence to better inform policy makers and the public."

Animal food sources make a vital contribution to global nutrition and are an excellent source of macro- and micronutrients. Meat makes up 18% of global calories, 25% of global protein consumption and provides essential micro-nutrients, such as vitamin B12, iron and calcium. Livestock use large areas of pastures where nothing else could be produced. Animals also add to agricultural production through manure production and drought power. Further, keeping livestock provides a secure source of income for over 500 million poor people in many in rural areas.

This study determines that 86% of livestock feed is not suitable for human consumption. If not consumed by livestock, crop residues and by-products could quickly become an environmental burden as the human population grows and consumes more and more processed food. Animals also consume food that could potentially be eaten by people. Grains account for 13% of the global livestock dry matter intake. Some previous studies, often cited, put the consumption of grain needed to raise 1 kg of beef between 6 kg and 20 kg. Contrary to these high estimates, this study found that an average of only 3 kg of cereals are needed to produce 1 kg of meat at global level. It also shows important differences between production systems and species. For example, because they rely on grazing and forages, cattle need only 0.6 kg of protein from edible feed to produce 1 kg of protein in milk and meat, which is of higher nutritional quality. Cattle thus contribute directly to global food security.

The study also investigate the type of land used to produce livestock feed. Results show that out of the 2.5 billion ha needed, 77% are grasslands, with a large share of pastures that couldn't not be converted to croplands and could therefore only be used for

grazing animals. Livestock production is growing fast because demand for animal products is rising, particularly in developing countries. FAO estimates that we need 70% more animal products by 2050 to feed the world. Therefore, the area of land needed to raise animals will also increase if feed conversion ratios (FCR) are not further improved.

Steps have already been taken through feed formulation, genetic selection, and better veterinary services to improve FCRs over the last 30 years. An improved (more efficient) feed conversion will also reduce livestock's environmental footprint, but continued progress is needed to make the system more sustainable. In addition, it is essential to improve the recycling of food wastes and by-products into livestock feed as well as to increase feed crops yields.

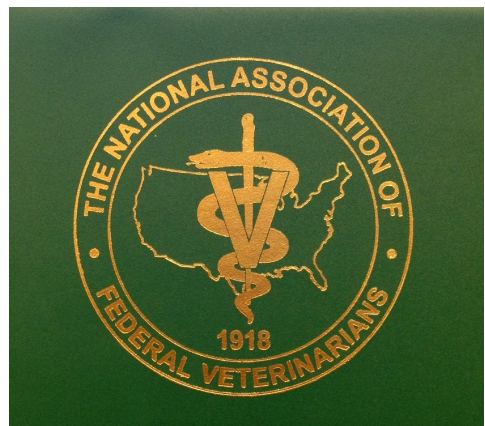
"Animal production, in its many forms, plays an integral role in the food system, making use of marginal lands, turning co-products into edible goods, contributing to crop productivity and turning edible crops into highly nutritious, protein-rich food. Quantifying the land and biomass resources engaged in livestock production and the food output they generate, but also improving our modelling capacity by including trends in consumer preferences, shifts in animal species, climate change impacts, and industrial processes to improve the human edibility of certain feed materials is arguably basic information needed as part of further research into the challenge of sustainably feeding 9.6 billion people by 2050," concluded the authors.

The article can be found here: <http://www.sciencedirect.com/science/article/pii/S2211912416300013?via%3Dihub>

Original posting from the Food and Agriculture Organization of the United Nations:
[http://www.fao.org/ag/againfo/home/en/news_archive/2017_More_Fuel_for_the_Food_Feed.](http://www.fao.org/ag/againfo/home/en/news_archive/2017_More_Fuel_for_the_Food_Feed)

WE ARE OFFICIALLY TAKING ORDERS FOR THE 2018 NAFV POCKETBOOK CALENDARS!

To order your calendar, please contact Ms. Mariana Barros at mbarros@nafv.org or 202-223-4878. Please state if you would like a cover replacement.



DEPARTMENT OF AGRICULTURE
[Docket No. FSIS-2017-0028]

**Availability of FSIS Compliance Guideline for Minimizing the Risk
of Shiga Toxin-Producing *Escherichia coli* (STEC) and *Salmonella* in Raw
Beef (Including Veal) Processing Operations**

AGENCY: Food Safety and Inspection Service, USDA.

ACTION: Notice of availability and request for comment.

SUMMARY: The Food Safety and Inspection Service (FSIS) is announcing the availability of and requesting comments on the updated compliance guideline for small and very small businesses on reducing STEC and *Salmonella* in beef and veal operations.

The new guideline will assist small and very small beef (including veal) processing establishments understand and comply with the regulatory requirements associated with controlling STEC and *Salmonella* in raw non-intact beef products and beef products intended for non-intact use. The guideline also includes information for establishments and retail stores on developing and maintaining records associated with the production of ground beef.

DATES: Submit Comments on or before November 6, 2017.

For more information: <http://bit.ly/2fC1jr1>

FSIS DIRECTIVE 7160.3 9/21/17 Rev. 2

**VERIFICATION ACTIVITIES FOR ADVANCED MEAT RECOVERY USING
BEEF VERTEBRAL RAW MATERIALS**

PURPOSE This directive significantly updates instructions to inspection program personnel (IPP) in cattle establishments using advanced meat recovery (AMR) systems. IPP now verify that all beef AMR products from any cattle including veal are free of central nervous system (CNS) tissues (i.e. brain or spinal cord) and CNS-type tissues (i.e. trigeminal ganglia or dorsal root ganglia (DRG)) in accordance with 9 CFR 318.24. Specifically, this directive also updates instructions on how to schedule tasks using the Public Health Information System (PHIS), collect AMR samples, interpret laboratory test results for CNS or CNS-type tissues, and what actions to take when noncompliant product is found.

KEY POINTS:

- This directive focuses on specific verification activities associated with production of beef AMR from cattle bones
- Beef AMR product containing CNS or CNS-type tissues is not “beef” and cannot be used as an ingredient of a “meat food product”
- FSIS will sample only AMR product produced from beef skull or vertebral column bones because these are most likely to contain CNS tissues or CNS-type tissue and therefore eligible for sampling as identified in this directive
- Establishments are required to hold or maintain control of AMR product that FSIS samples and tests for CNS or CNS-type tissues until results are available

Does NAFV Have Our Own Oracle of Omaha?

Everyone is familiar with the original Oracle of Omaha (Warren Buffett), but what many NAFV members may not realize is that among our NAFV colleagues, we too have a leader and a thinker of great prescience in the US heartland.

Dr. John W. Linville is currently the Director of the FSIS Policy Development Staff and at the same time holds an Associate Professorship in the University of Nebraska Medical Center. While his achievements and accolades in both areas are far too numerous to list, NAFV would like to highlight some of these and Dr. Linville's career of service on the whole.

A graduate of the veterinary medicine program at the Ludwig-Maximilians-Universität in Munich, Germany in 1989, Dr. Linville earned a Master in Public Health degree at University of Nebraska Medical Center, College of Public Health, in Omaha in 2004. He entered FSIS as a Supervisory Veterinary Medical Officer in Alabama in 1991, and has been with FSIS ever since, appointed to the position of Director of the Policy Development Staff in 2015. After his start with FSIS in Alabama, most of Dr. Linville's career has been in Omaha. He has maintained an interest in emergency and disaster response as evidence by both positions he has held and training received. Throughout his career, Dr. Linville has received innumerable awards for an astonishing range of issues. He was four times recognized with the Administrator's Award for Excellence (and a fifth time as honorable mention); the last of these in 2017 was for creating an innovative methodology to assess the impact of extreme weather events on *Salmonella* in young chicken carcasses.

Dr. Linville was recognized three times by the USDA Secretary's Honor Award, the last time in 2012 for developing new policies to reduce pathogens in product. In 2003, he was awarded USDA Superior Service



Honor Award for his work in the direct communication of the input of subject matter experts, to field inspectors and plant personnel. This was followed in 2016 with the USDA Abraham Lincoln Award for advancing trade regulations with South Africa, opening US poultry and meat export markets, and providing economic opportunities to disadvantaged South African importers. Since 2010, he has authored dozens of official publications and issuances for FSIS, as well as innumerable presentations for the Agency.

Regarding Dr. Linville's parallel academic career, he has been affiliated with the University of Nebraska Medical Center, College of Public Health since 2003 in various capacities including guest lecturer, teacher, peer coach, and expert. He was co-author to some 5 peer reviewed papers (all related to athletes and training), and authored a peer reviewed paper (2016) related to *Salmonella* positive young chicken in slaughter establishments.

Perdue Applauds President Trump's Selection for Key USDA Post

(Washington, D.C., September 1, 2017) - U.S. Secretary of Agriculture Sonny Perdue today applauded President Donald J. Trump's selection for a key position within the U.S. Department of Agriculture (USDA). The president announced Gregory Ibach as Under Secretary for Marketing and Regulatory Programs (MRP).

The Under Secretary for MRP oversees three critical USDA agencies: the Animal and Plant Health Inspection Service; the Agricultural Marketing Service; and the Grain Inspection, Packers, and Stockyards Administration.

"I look forward to the confirmation of Greg Ibach, and urge the Senate to take up the nomination as quickly as possible," Perdue said.

Perdue issued the following statement: "Greg Ibach will bring the experience and vision necessary to serve as a first rate Under Secretary for MRP at USDA. His exemplary tenure as Nebraska's Director of Agriculture places him squarely in tune with the needs of American agriculture, particularly the cattle industry. His proven track record of leadership will make him a great asset to USDA's customers, the hard working, taxpaying people of U.S. agriculture.

FULL REPORT:

<https://www.usda.gov/media/press-releases/2017/09/01/perdue-applauds-president-trumps-selections-key-usda-posts>

The National Chicken Council Petitions to Permit Waivers of the Maximum Line Speed Rates for Young Chickens

September 1, 2017

Carmen Rottenberg
Acting Deputy Under Secretary for Food Safety
U.S. Department of Agriculture

Re: Petition to Permit Waivers of the Maximum Line Speed Rates for Young Chicken Slaughter Establishments under the New Poultry Inspection System and Salmonella Initiative Program

Dear Acting Deputy Undersecretary Rottenberg:

The National Chicken Council (NCC) respectfully submits this petition requesting that the Food Safety and Inspection Service (FSIS) implement a waiver system pursuant to 9 C.F.R. § 381.3(b) to permit young chicken slaughter establishments participating in the New Poultry Inspection System (NPIS) and the Salmonella Initiative Program (SIP) to operate without the arbitrary line speed limitations imposed under NPIS. Specifically, we request that FSIS structure the waiver program as follows:

- The establishment would develop a process for monitoring and ensuring it is maintaining process control at its chosen line speed, along with corrective actions to regain process control if lost; and
- The Agency would waive the line speed limitation in 9 C.F.R. § 381.69(a) and instead allow participating establishments to operate at any line speed at which they can maintain process control.

This waiver program will encourage more establishments to opt into NPIS, will not compromise food safety, and will promote and enhance Agency and industry efficiency. Twenty plants participating in the HACCP-Based Inspection Models Project (HIMP) have been authorized to operate with line speeds up to 175 birds per minute (bpm) since 2007, and FSIS has recognized that these plants provide the same or better levels of food safety than plants operating with a maximum line speed of 140 bpm. These establishments have proven that HIMP (and now NPIS) establishments can operate safely at the maximum speeds permitted, and there is no indication that higher line speeds would result in increased food safety or worker safety risk.

The full petition can be found here: <http://bit.ly/2yJsKni>

EDITOR'S OPINION

The National Chicken Council (NCC) has submitted a [petition](#)¹ to FSIS for waivers of the maximum line speed for young chicken slaughter establishments under the New Poultry Inspection System (NPIS). The current maximum line speed is 140 birds per minute (bpm).

The NCC makes a variety of assertions in its petition. Let's examine two of them.

- 1) The proposed waiver will not compromise food safety
- 2) The proposed waiver will not compromise worker safety.

The petition describes the line speed limitation as arbitrary and states, “[A]ll NPIS establishments should have the flexibility to operate at line speeds based on their ability to maintain process control.” This was a core principle when we designed the HACCP-based Inspection Models Project, the

precursor to NPIS.

The NCC asserts that *Salmonella* contamination of chicken is independent of line speeds. The FSIS [evaluation](#) of the pilot program reached this same conclusion. The peer-reviewed [literature](#) also lends its support to this proposition.

Although the petition offers participation in the *Salmonella* Initiative Program (SIP) as a condition for a waiver from the current line speed cap, the SIP is an off-shoot of the worthless *Salmonella* performance standards. That means the SIP is useless, too.

The NCC also states it is not asking for relief from regulations governing worker safety. The decision to cap line speeds at 140 bpm was imposed on FSIS by political appointees sympathetic to union concerns about increased line speeds endangering

(Continued on Pg. 7, “Editor’s Opinion”)



Master of Preventive Veterinary Medicine (MPVM)



The University of California, Davis welcomes applications for the Master of Preventive Veterinary Medicine (MPVM) degree program. The MPVM is a 1-2 year graduate professional Master's degree for veterinarians. Since 1967, this 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.

We offer core courses in epidemiology concepts, study design, research methods, leadership, ecosystem health, and infectious disease epidemiology as well as biostatistics. Electives allow students to explore zoonotic disease, food safety, diagnostic test evaluation, spatial analysis, mathematical modeling, disease ecology, and many more courses throughout the university. Coursework in 'One Health' incorporates public health and conservation at the interface of humans and animals. In addition to didactic instruction, students write a thesis on research they undertake. We support our extensive course offerings and student research with a large, diverse, vibrant faculty including recent hires in epidemiology, wildlife, food animals, urban agriculture, and poultry health, and a wealth of adjunct contributors from state and federal management agencies and organizations.

Instruction begins in early August. Requirements for entry include a minimum 3.0 GPA, and TOEFL score of 85 or higher for non-English speakers. The application deadline for the 2016-17 academic year is January 15th 2016.

Please send inquiries to Graduate Group Coordinator Ms. Tami Ali (tali@ucdavis.edu; 530-752-2657) or Program Chair Dr. Ashley Hill (aehill@ucdavis.edu).

Visit our website at <http://www.vetmed.ucdavis.edu/mpvm/>

(Continued from Pg. 6, "Editor's Opinion")

workers.

The effects on worker safety can be mitigated by managing work pace, according to the petition. Work pace can be managed in various ways, including increased staffing and changing the ways jobs are performed.

The NCC makes this claim, "[T]he more than five-fold decrease in injury rates in the poultry industry from 1994-2015 coincided with a period of substantial increases in line speeds, bird size, and automation." Anecdotes of specific serious injuries can be cited, but systematically collected data by the Department of Labor make a strong case that injuries have declined over the past 20 years.

The petition is reasonable. However, FSIS should treat it as an opening to a negotiation and make a counter-offer. The agency could take this opportuni-

ty to get rid of the Salmonella performance standards and the SIP along with lifting the cap on line speeds. In exchange, FSIS should require the industry to proffer some pre-harvest interventions to reduce or eliminate specific Salmonella strains associated with human illnesses in birds arriving at slaughter.

Additionally, I'd like to see a retrospective comparison of injuries among workers in "first processing" in plants operating under NPIS compared to a population of plants with similar characteristics that are not operating under NPIS. If the data are not available, then a prospective study should be designed to make that assessment.

It'll be interesting to see if FSIS wants to trade.

¹ <https://www.fsis.usda.gov/wps/wcm/connect/7734f5cf-05d9-4f89-a7eb-6d85037ad2a7/17-05-Petition-National-Chicken-Council-09012017.pdf?MOD=AJPERES>

Public Service Loan Forgiveness (PSLF) Program

The Public Service Loan Forgiveness (PSLF) Program forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer.

If you want to qualify for Public Service Loan Forgiveness now or in the future, [complete and submit the Employment Certification form as soon as possible](#). Too many borrowers wait to submit this important form until they have been in repayment for several years, at which point they learn that they have not been making qualifying payments. In order to ensure you're on track to receive forgiveness, you should continue to submit this form both annually and every time you switch employers.

Letter to the Editor - NAFV Member Response

I was reading the article on the most recent issue of the Federal Veterinarian, dated August 2017 entitled 'NAFV/AVMA Delegates Tackle Timely Issues in Veterinary Medicine' and couldn't help but comment on some of the 'solutions' that were recommended to address the persistent and growing SPHV vacancy rate. I rarely comment on articles. However, for the past two years (duration of my employment with FSIS), I have cringed when I read articles that highlight the critical SPHV vacancy rates which then arrive at rather weak resolutions in hopes of addressing it. I believe there is a crystal clear solution to this problem. It will involve a commitment from FSIS to understand the needs of veterinarians that it hopes to attract AND a willingness to meet those needs.

As this and many articles decry, the vacancy rates for OFO SPHVs, a mission critical position, is only projected to worsen. Several factors are contributing to this, including a growing retirement-age public health veterinarian population. The efforts that are continuously proposed, including those mentioned in the article to address this problem, continue to be wholly inadequate. Sure, increasing recruitment and retention efforts through veterinary student recruitment, retention bonuses, higher pay and increasing benefits will help but these solutions are not unlike solutions that have been implemented in various times in the past. Let face it, tweaking the solutions that have been used in the past will not improve the vacancy rate with any significance. The government's method of remuneration and incentives always seem to severely lag behind the incentives that industry and private practice can offer. This 'old' way of doing things to attract the newer generation of veterinarians entirely misses the mark.

The new generation of veterinarians have an entirely different viewpoint of what makes a job attractive. Pay is important but it is no longer the driving force that many newer generations of veterinarians seek in federal employment. Many public practice career veterinarians seek government employment for its perceived 'better work-life balance' with set work hours, great benefits and loan forgiveness programs. Unfortunately this relatively younger generation of veterinarians (~45yr and younger) become quickly disillusioned with the 'work-life' balance portion of federal employment as a field SPHV. Slaughter plants, more often than not, dictate the SPHV's 'work-life' balance. Field SPHV's often work >8 hour 5-6 and sometimes 7 days a week depending on the slaughter plant's need to do business. I often hear complaints from the PHV's I mentor about how plans for weekends are nonexistent, how

their subordinates take more unscheduled time off than they and how burnout is so prevalent. This is not considered a 'work-life' balance to many newer generations of veterinarians and this disillusionment leads to poor retention. Gone are the days when a PHV will remain with a duty station for 30+ years and retire.

If FSIS wants to correct its poor vacancy and high turnover rates for its SPHVs, it must fundamentally change its idea of what a 'work life' balance means to the very individuals they're trying to attract and then work to *actually* implement it. I advocate a solution that I believe will solve the high turnover rate, attract and retain quality veterinarians, and successfully make FSIS appear to truly value its veterinarians, all *without* significantly increasing remuneration, recruitment efforts or staffing. I propose the following TWO solutions:

Untether the veterinarians' schedule from the slaughter establishment's. Combine veterinarians in a shared duty station-type situation allowing veterinarians to rotate weekends.

Get rid of the notion of a five day, eight hour schedule as the only option as a work schedule for field veterinarians. Consider a four-day, 10 hour work week. Again this can be accomplished with a rotational schedule.

These two solutions alone will make hard-to-fill veterinary positions highly attractive to a generation of veterinarians who strongly prioritize 'work-life' balance.

I do not wish to pigeon-hole an entire generation's preferences and what they consider to be of value, however, it is no secret that newer generations value their time nearly equally as much as their income. This is a GREAT opportunity for the Federal government to appear cutting edge, attract good quality candidates and truly espouse USDA's acclaim to an excellent work-life balance, all without significantly raising pay or even necessarily relying upon the solutions mentioned in the article. Only fundamental changes in the recruitment and retention efforts that address work-life balance do I believe will successfully lay to rest this Dead-Horse issue of a severe public health vet shortage at this critical time.

- Karen Whala, DVM, MPH, DACVPM
USDA - FSIS - OFO

NPPC Seeks Waiver From ELD Mandate

WASHINGTON, D.C., Sept. 12, 2017 – The National Pork Producers Council today asked for a waiver and exemption for livestock haulers from U.S. Department of Transportation regulations that could have negative effects on animal well-being.

NPPC delivered to the office of DOT Sec. Elaine Chao a petition, which was filed on behalf of the U.S. pork industry and other livestock sectors, requesting the waiver and exemption because of concerns about the Electronic Logging Device (ELD) Rule's effects on animal well-being. It also asked the agency to address incompatibilities between the transportation of livestock and DOT's Hours of Service rules. Those regulations limit truckers to 11 hours of driving daily, after 10 consecutive hours off duty, and restrict their on-duty time to 14 consecutive hours, which includes nondriving time.

"The ELD Rule presents some serious challenges for livestock haulers and the animals in their care," said NPPC President Ken Maschhoff, a pork producer from Carlyle, Ill. "We're asking the secretary to exempt truckers transporting hogs, cattle and other livestock from this regulation because they have a moral obligation to care for the animals they're haul-

ing regardless of what some bureaucratic rule says."

The Commercial Motor Vehicle Safety Enhancement Act, enacted as part of the 2012 Moving Ahead for Progress in the 21st Century Act, mandated ELDs by Dec. 18, 2017, for commercial motor vehicles involved in interstate commerce, when operated by drivers who are required to keep records of duty status. ELDs, which can cost from \$200 to \$1,000, record driving time, monitor engine hours, vehicle movement and speed, miles driven and location information.

DOT did recently issue an interpretation intended to address shortcomings in its Hours of Service rules, exempting from the regulations and from any distance-logging requirements truckers hauling livestock within a 150 air-mile radius of the location at which animals were loaded.

NPPC and other livestock groups also are supporting language included in the transportation fiscal 2018 funding bill that would delay the ELD mandate for one year for livestock haulers.

[[Click here](#) to read NPPC's petition.]

Source: NPPC | <http://bit.ly/2xw9IWC>

Update: Increase in Human Infections with Novel Asian Lineage Avian Influenza A(H7N9) Viruses During the Fifth Epidemic China, October 1, 2016–August 7, 2017

Authors: James C. Kile, DVM, *et al*

Summary

What is already known about this topic?

The current Asian lineage avian influenza A(H7N9) virus (Asian H7N9) epidemic in China is the fifth and largest epidemic on record.

What is added by this report?

Human infections with Asian H7N9 virus were reported from more provinces, regions, and municipalities in China during the fifth epidemic than in the previous four epidemics combined. Because of antigenic variation between the Yangtze River Delta lineage viruses, the newly emerged high pathogenic Asian H7N9 viruses, and 2013 candidate vaccine viruses, new candidate vaccine viruses have been produced.

What are the implications for public health practice?

These candidate vaccine viruses, as well as others being developed by other World Health Organization Collaborating Centers for Influenza, could be used for vaccine production, clinical trials, stockpiling, and other pandemic preparedness purposes, based on ongoing public health risk assessment. CDC has partnered with China CDC, and other China government organizations, United Nations organizations, and surrounding countries to enhance surveillance and laboratory capacity to detect and respond to Asian H7N9 in animals and humans.

https://www.cdc.gov/mmwr/volumes/66/wr/mm6635a2.htm?s_cid=mm6635a2_e

The American Public Health Association is accredited by the American Association of Veterinary State Boards Registry of Approved Continuing Education to provide continuing education to Veterinarians and Veterinary Technicians at the 2017 APHA Annual Meeting & Expo (November 4–8 in Atlanta). Select sessions from this program will offer a max of 13.50 credits available to any one Veterinarian or Veterinary Technician. Please find further details about the Annual Meeting here: apha.org/annual-meeting

NAFV recommends FEDS Professional Liability Insurance

NAFV Wants You to Protect Yourself.

**Members Save \$10!
Enter Discount Code:
NAFV**

Do you know personnel actions in federal employment are not covered by AVMA insurance?

Do you know that claims resulting in investigations can be made against you by anyone - plant workers, special interest groups, politically motivated elected officials, members of the public, or managers, co-workers or subordinates?

Do you know the FEDS policy has paid attorneys for numerous claims with some exceeding costs of \$30,000, \$40,000, \$50,000 and more than \$100,000 just over the past two years to defend federal veterinarians?

Do you know that FEDS Protection also provides an attorney to defend you in a state veterinary board investigation and proceeding arising out of the performance of your federal job duties.



Enrollment takes just 5 minutes!
Call 866.955.FEDS or
ENROLL ONLINE NOW

THE NATIONWIDE MICROBIOLOGICAL BASELINE DATA COLLECTION PROGRAM: BEEF AND VEAL CARCASS BASELINE SURVEY (BVCBS)

AUGUST 2014– DECEMBER 2015

EXECUTIVE SUMMARY

FSIS conducted the Beef-Veal Carcass Baseline Survey (BVCBS)¹ from August 2014 to December 2015. The statistical design (1) divided the beef establishments in 3 strata according to production volume (1-large, 2- medium, and 3-small); the veal establishments were not divided in strata. The survey generated 2,736 samples of beef and 548 samples of veal. Carcass samples were collected at two points of the slaughter process, 1,368 samples of beef and 274 samples of veal at post-hide removal, and 1,368 samples of beef and 274 samples of veal at pre-chill. Samples at these two points were collected, when possible, from the same carcass; one half of the carcass was sampled at post-hide-removal and the other half at pre-chill. These samples were obtained from 149 establishments under federal inspection: 137 establishments that slaughtered only cattle to produce beef, 10 establishments that slaughtered only veal calves, and two establishments that slaughtered to produce both beef and veal. For beef, the overall number of samples collected from each establishment ranged from 1 to 33 with an average of 10 samples per establishment. For veal, the overall number of samples collected from each establishment ranged from 3 to 33, with an average of 23 samples per establishment. These samples were analyzed to determine the percent positive and quantifiable levels of Salmonella, Escherichia coli O157:H7, non-O157 Shiga toxin-producing E. coli (non-O157 STEC) as well as the percent positive for and quantifiable levels of generic Escherichia coli, Aerobic Count (AC), Enterobacteriaceae, and total coliforms. FSIS compared percent positive with levels of microbiological targets to determine if significant differences existed between samples taken from post hide-removal and pre-chill for both beef and veal carcasses. In addition, national prevalence (the weighted average based on production) for Salmonella, E. coli O157:H7, and nonO157 STEC in both product classes was determined.

(The report can be found here: <https://www.fsis.usda.gov/wps/wcm/connect/b03963cc-0845-4cfe-b94e-2c955ee5e2ef/Beef-Veal-Carcass-Baseline-Study-Report.pdf?MOD=AJPERES>)



National Association of Federal Veterinarians

Second Century, Second Strong

“DOUBLE YOUR MEMBERSHIP, DOUBLE YOUR VOICE”
NAFV October Membership Drive

Now more than ever, help NAFV maintain common cause and action!
In commemoration of our upcoming CENTENNIAL celebration, we are asking
each NAFV member to recruit one more colleague to be a member.

This past year alone, NAFV has worked on:

1. NAFV has been and is lobbying the White House and Congress, and using press releases, to promote the increased use of public health veterinarians in USDA and FSIS. This includes those managing the public health programs, and those supervising their implementation. This effort is being met with favorable responses.
2. NAFV is pushing to make the federal workplace a more palatable place to spend a career. This includes increased training, veterinary career ladders, effective utilization of veterinary skills, and recognition. It includes incentives for recruitment and retention such as student loan repayments and hiring bonuses, speciality pay, and recognition of advanced education. It also includes support for veterinarians as employees and supervisors from the human resource offices and the chains of command.
3. NAFV has an action plan to improve the consultative system as mandated by the CFR for associations of supervisors and managers. This involves increased communications with higher management at all levels, up to the administrators and under secretaries, involving development and implementation of programs, working conditions of veterinarians, and continuing education.
4. NAFV is urging increased budgets and use of veterinarians in APHIS in its role of protecting American agriculture and national security. This is through staffing, structure, training, and improved programs.
5. NAFV also continues to retain the services of Bill Hughes, long time NAFV attorney, to counsel and advise members in work related situations.

All of these endeavors require a strong, thriving membership to fuel our efforts, and ensure that the needs of federal veterinarians are noted and addressed by agency and profession leadership, and the general public.

**Share your experience with a colleague and encourage them
to join our NAFV association!**

Membership Application: www.nafv.org/membership-join/
[FSIS Withholding](#) | [APHIS Withholding](#)

With any questions, please contact the NAFV national office:
nafv@nafv.org | 202-223-4878

Federal Veterinarians Protect and Improve Public and Animal Health and Welfare

National Association of Federal Veterinarians
1910 Sunderland Place
Washington, DC 20036

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

(Information available next month)

USDA APHIS Members

(Information available next month)

Periodicals postage paid
at Washington, DC

Welcome New Members

Dr. Gervais Edmonds-Wiggins, FSIS, GS-12, TUS '13, Fresno, CA

Dr. Bryan Brunswig, FSIS, GS-12, KSU '74, Dodge City, KS

Dr. Tracey Siegle, FSIS, GS-13, ILL '04, Jacksonville, ILL

Dr. Jessica Haydel, FSIS, GS-11, ILL '11, Davenport, IA

Dr. Hannah P. Hart, FSIS, GS-11, MIN '17, Franklin, WI

Dr. Ranetter Goodwyn, FSIS, GS-12, VT '14, Raeford, NC

SPECIAL REQUEST: FSIS MEMBER IN NEED OF LEAVE SHARING

NAFV Members,

After a lengthy ordeal to find the cause of an illness, FSIS PHV, Dr. Danielle Kettelkamp has been diagnosed with an atypical Mycobacterium infection. Her colleague, Dr. Teckla Webb, has put out a notice we thought is worth sharing and we hope you take the time to read.

Dr. Kettelkamp is dedicated to the agency's mission, and just needs a bit of time to recover and figure out how to cope with her new illness.

<http://nafv.org/wp-content/uploads/2017/01/Leave-Donation-Letter.pdf>

With any questions, contact nafv@nafv.org, or 202-223-4878.