



FEDERAL VETERINARIAN

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REMINDER

Members:

Make sure that your NAFV records are up to date! Now that our NAFV BOD election is open, we will be verifying your votes with our records. If your account is not up-to-date, it could potentially impact your whether or not your ballot is approved.

To update your profile, please scroll all the way down to our latest email and select to "update profile".

You will find this below our signature. With any questions, please contact the NAFV National Office.

FDA Announces FSMA Food Traceability Proposed Rule, A Major Milestone in the New Era of Smarter Food Safety

Source: [FDA](#) | September 21, 2020

In September, the U.S. Food and Drug Administration (FDA) announced a [proposed rule](#) to establish additional traceability recordkeeping requirements for certain foods. The FDA also published a draft "[Food Traceability List](#)," which describes the foods that would be subject to the proposed requirements. The list includes leafy greens, fresh cut fruits and vegetables, some types of fish, shell eggs, nut butters, and more.

The proposed rule, "Requirements for Additional Traceability Records for Certain Foods" (Food Traceability Proposed Rule) is a key component of the FDA's New Era of Smarter Food Safety [Blueprint](#) and would implement Section 204(d) of the [FDA Food Safety Modernization Act \(FSMA\)](#). If finalized, the proposal would standardize the data elements and information firms must establish and maintain, and the information they would need to send to the next entity in the supply chain to facilitate rapid and accurate traceability. While limited to only certain foods, this proposal lays the foundation for a standardized approach to traceability recordkeeping, paving the way for industry to adopt, harmonize, and leverage more digital traceability systems in the future. Where possible, FDA has drawn on existing consensus standards that industry members may already be using.

Existing FDA regulations require much of the food industry to establish and maintain records to identify the immediate previous sources and the immediate subsequent recipients of foods (commonly referred to as "one-up, one-back" recordkeeping). These requirements form a baseline for



traceability recordkeeping, but they provide limited information to effectively and rapidly link shipments of food through each point in the supply chain. This -- and the fact that recordkeeping systems can be largely paper-based and lack a universal lexicon throughout industry-- can make it difficult to trace a product to its original source when necessary.

As a result, many foodborne illness outbreak investigations have been slowed, resulting in more illnesses and economic loss. Improved traceability, as envisioned by the proposed rule, would allow the FDA to more quickly identify the source of a contaminated product, reduce the scope of product recalls, and conduct more timely root-cause investigations to learn more about how contamination occurred in order to prevent future outbreaks.

At the heart of the proposal is a requirement for those who manufacture, process, pack, or hold a food on the [Food Traceability List \(FTL\)](#) to establish and maintain records associated with specific Critical Tracking Events (CTEs): growing, receiving, transforming, creating, and shipping. For each CTE, entities would be required to establish and maintain records containing Key Data Elements (KDEs). Examples of KDEs include the traceability lot code, the date the

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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 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 (at this time)--of \$10.00 authorized by signing USDA Form AD 1054 (FSIS) or SF 1187 (APHIS)). Uniformed PHS veterinarians dues are \$160.00 annually. Active duty veterinarians are free.

Associate membership is granted to active members when they retire from federal service. Associate members pay no dues. We also have affiliate membership for city, county and state veterinarians at \$75 per year and veterinary student affiliates at \$10 per year. Or free to veterinary students enrolled in a USDA Scholars program.

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, "FDA Announces...")

product was received, the date the product was shipped, and a product description. The traceability lot code is an important KDE throughout the supply chain intended to establish critical linkages that will help to facilitate rapid traceback and traceforward investigations during foodborne illness outbreaks and recall events. In addition, those subject to the rule would also be required to create and maintain records related to their internal traceability program, which would help regulators better understand a firm's recordkeeping practices and traceability operations.

The proposed rule would require records to be maintained as either electronic, original paper records, or true copies. In addition, the proposal states that in the event of a foodborne illness outbreak, a product recall, or other threat to public health, the FDA could require that firms submit, within 24 hours, an electronic sortable spreadsheet containing relevant traceability information for specific foods and date ranges. More generally, the FDA encourages all food businesses to maintain their traceability records electronically whenever possible, to expedite the

identification of traceability information when needed to address threats to public health.

The requirements of the proposed rule would only apply to foods that are on the FTL, which includes foods that have listed foods as ingredients. The proposed rule includes several exemptions, including that the additional traceability records would not be required after a kill-step (a process that significantly minimizes pathogens in a food) is applied to a food, but documentation of the kill-step application would have to be established and maintained.

The proposed rule and draft Food Traceability List are available for public comment for a 120 days from the date of publication. The FDA will also be holding three public meetings during the public comment period. Information about the public meetings will be provided in a forthcoming announcement.

For More Information

- [Federal Register Announcing the Proposed Rule](#)
- [Tracking and Tracing of Food](#)

Nominations Open Nov. 1st - 30th: NAFV Looking for Emerging Leader to Attend the 2021 AVMA Veterinary Leadership Conference

Each year, NAFV co-sponsors an Emerging Leader to the conference. This year, we are granting free registration for an emerging leader to attend the virtual conference. VLC 2021 will be held virtually January 7-9, 2021. An email with event access instructions will be provided to all registrants on January 4, 2021.



Interested in being our 2021 Emerging Leader?

All Active NAFV/AVMA Members who have graduated from veterinary school in the last 10 years and are interested in gaining crucial leadership skills, can submit an application to the NAFV Nomination Committee at nafv@nafv.org. Applications should include name, contact information, AVMA membership number, and a 300-500 brief essay about your experience thus far and how you intend to use the leadership skills you will learn in your future goals.

First Glimpse into the Origin and Spread of the Asian Longhorned Tick, *Haemaphysalis Longicornis*, in the United States

A brief note from Dr. Leslie Seraphin, veterinarian and co-author:

First discovered in the U.S. in 2017, the invasive population of Asian Longhorned Tick (*Haemaphysalis longicornis*) likely began with the introduction of three self-cloning female ticks from Northeast Asia. The article combines field epidemiologic investigation results with genetic epidemiologic findings to support theories of introduction of the tick to the U.S. NAFV member Leslie Bulaga-Seraphin, USDA APHIS VS, designed and analyzed the questionnaires to neighbors and livestock owners. Recommendations to prevent future exotic tick introductions are included.

Egizi A, Bulaga-Seraphin L, Alt E, et al. First glimpse into the origin and spread of the Asian longhorned tick, *Haemaphysalis longicornis*, in the United States. *Zoonoses Public Health*. 2020;00:1–14. <https://doi.org/10.1111/zph.12743>

Abstract

Established populations of Asian longhorned ticks (ALT), *Haemaphysalis longicornis*, were first identified in the United States (US) in 2017 by sequencing the mitochondrial cytochrome c oxidase subunit I (cox1) ‘barcoding’ locus followed by morphological confirmation. Subsequent investigations detected ALT infestations in 12, mostly eastern, US states. To gain information on the origin and spread of US ALT, we (1) sequenced cox1 from ALT populations across 9 US states and (2) obtained cox1 sequences from potential source populations [China, Japan and Republic of Korea (ROK) as well as Australia, New Zealand and the Kingdom of Tonga (KOT)] both by sequencing and by downloading publicly available sequences in NCBI GenBank. Additionally, we conducted epidemiological investigations of properties near its initial detection locale in Hunterdon County, NJ, as well as a broader risk analysis for importation of ectoparasites into the area. In eastern Asian populations (China/Japan/ROK), we detected 35 cox1 haplotypes that neatly clustered into two clades with known bisexual versus parthenogenetic phenotypes. In Australia/New Zealand/



KOT, we detected 10 cox1 haplotypes all falling within the parthenogenetic cluster. In the United States, we detected three differentially distributed cox1 haplotypes from the parthenogenetic cluster, supporting phenotypic evidence that US ALT are parthenogenetic. While none of the source populations examined had all three US cox1 haplotypes, a phylogeographic network analysis supports a north-east Asian source for the US populations. Within the United States, epidemiological investigations indicate ALT can be moved long distances by human transport of animals, such as horses and dogs, with smaller scale movements on wildlife. These results have relevant implications for efforts aimed at minimizing the spread of ALT in the United States and preventing additional exotic tick introductions.

[READ FULL ARTICLE](#)

Prudential Financial Wellness Webinars Reminder

Members, we are making Prudential Financial Webinar and complimentary advisory sessions for free!

All webinar information is being sent via email every week. With questions, please contact NAFV National Office at nafv@nafv.org.

Your goals matter. We can help you reach them.

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HATCH Act Review

Source: [U.S. Office of Special Counsel](#)

Except for the President and Vice President, all federal civilian executive branch employees are covered by the Hatch Act, including employees of the U.S. Postal Service. Even part-time employees are covered by the Act, and all employees continue to be covered while on annual leave, sick leave, leave without pay, or furlough. However, employees who work on an occasional or irregular basis, or who are special government employees, as defined in title 18 U.S.C. § 202(a), are subject to the restrictions only when they are engaged in government business. Federal employees fall within two categories under the Hatch Act, Further Restricted and Less Restricted.

OSC RESOURCES:

- **Less Restricted Employees**
Most federal executive branch employees (except those listed under Further Restricted Employees) are considered Less Restricted under the Hatch Act. Less Restricted employees may take an active

part in partisan political management or partisan political campaigns.

- **Further Restricted Employees**
Further restricted federal executive branch employees are prohibited from engaging in partisan political management or partisan political campaigns. Generally, Further Restricted employees are those employed in intelligence and enforcement-type agencies (except employees appointed by the President, by and with the advice and consent of the Senate).
- **Penalties and Relevant Laws**
The penalty structure for violations of the Hatch Act by federal employees includes removal from federal service, reduction in grade, debarment from federal employment for a period not to exceed 5 years, suspension, reprimand, or a civil penalty not to exceed \$1,000.

(Continued on Pg. 5, "HATCH Act Review")

Understanding How the Hatch Act Applies to You

The Hatch Act generally applies to employees working in the executive branch of the federal government. The purpose of the Act is to maintain a federal workforce that is free from partisan political influence or coercion.

A Covered Employee:

- **May not** be a candidate for nomination or election to public office in a partisan election.
- **May not** use his or her official authority or influence to interfere with or affect the result of an election. *For example:*
 - > **May not** use his or her official title or position while engaged in political activity.
 - > **May not** invite subordinate employees to political events or otherwise suggest to subordinates that they attend political events or undertake any partisan political activity.
- **May not** knowingly solicit or discourage the participation in any political activity of anyone who has business before their employing office.
- **May not** solicit, accept, or receive a donation or contribution for a partisan political party, candidate for partisan political office, or partisan political group. *For example:*
 - > **May not** host a political fundraiser;
 - > **May not** invite others to a political fundraiser;
 - > **May not** sell tickets to a political fundraiser;
 - > **May not** use any e-mail account or social media to distribute, send, or forward content that solicits political contributions.

- **May not** engage in political activity — i.e., activity directed at the success or failure of a political party, candidate for partisan political office, or partisan political group — while the employee is on duty, in any federal room or building, while wearing a uniform or official insignia, or using any federally owned or leased vehicle. *For example:*
 - > **May not** distribute campaign materials;
 - > **May not** display campaign materials or items;
 - > **May not** perform campaign related chores;
 - > **May not** wear or display partisan political buttons, t-shirts, signs, or other items;
 - > **May not** make political contributions to a partisan political party, candidate for partisan political office, or partisan political group;
 - > **May not** post a comment to a blog or a social media site that advocates for or against a partisan political party, candidate for partisan political office, or partisan political group;
 - > **May not** use any e-mail account or social media to distribute, send, or forward content that advocates for or against a partisan political party, candidate for partisan political office, or partisan political group.

A Covered Employee:

- **May** be a candidate in a nonpartisan election.
- **May** register and vote as they choose.
- **May** assist in voter registration drives.
- **May** participate in nonpartisan campaigns.
- **May** contribute money to political campaigns, political parties, or partisan political groups.
- **May** attend political fundraising functions.
- **May** attend political rallies and meetings.
- **May** join political clubs or parties.

- **May** campaign for or against referendum questions, constitutional amendments, or municipal ordinances.
- **May** sign nominating petitions
- **May** circulate nominating petitions.*
- **May** campaign for or against candidates in partisan elections.*
- **May** make campaign speeches for candidates in partisan elections.*
- **May** distribute campaign literature in partisan elections.*
- **May** volunteer to work on a partisan political campaign.*
- **May** express opinions about candidates and issues. If the expression is political activity, however — i.e., activity directed at the success or failure of a political party, candidate for partisan political office, or partisan political group — then the expression is not permitted while the employee is on duty, in any federal room or building, while wearing a uniform or official insignia, or using any federally owned or leased vehicle.

* Further restricted employees, as described herein, may not engage in these activities.

What Happens if I Violate the Hatch Act?

An employee who violates the Hatch Act is subject to a range of disciplinary actions, including removal from federal service, reduction in grade, debarment from federal service for a period not to exceed 5 years, suspension, letter of reprimand, or a civil penalty not to exceed \$1000.

Source: [U.S. Office of Special Counsel](#)

(Continued from Pg. 4, "HATCH Act Review")

The U.S. Office of Special Counsel (OSC) is authorized pursuant to 5 U.S.C. § 1212(f) to issue advisory opinions under the Hatch Act. OSC issues advisory opinions to persons seeking advice about their political activity under the Hatch Act. Individuals or their legal representatives may request an opinion about their own political activity. In addition, employers may request an opinion about the political activity of their employees. Such requests may be

made by phone, fax, mail or e-mail. However, any other person seeking advice about the political activity of another should instead file a complaint online using [Form OSC-14](#). Completed forms can be mailed to:

Hatch Act Unit - hatchact@osc.gov
 U.S. Office of Special Counsel
 1730 M Street, N.W., Suite 218
 Washington, D.C. 20036-4505
 Tel: (800) 854-2824 or (202) 804-7002

Hatch Act Limitations on the Use of Social Media - Excerpt from 2020 Department of Interior Letter

“As the 2020 election cycle approaches, this is an appropriate time to remind all Department employees to be mindful of their obligations under the Hatch Act, 5 U.S.C. §7323(a) and §7324(a), and to highlight how the Hatch Act applies to the social media activities of Department employees. It is imperative that Department employees maintain the public's trust that the Federal programs and activities undertaken by the Department will continue to be administered in a nonpartisan manner.

The Hatch Act generally prohibits Federal employees from engaging in political activities while on duty, in a Government room or building, while wearing an official uniform, or while using a Government vehicle. Under the Hatch Act, "political activity" is defined as any activity directed toward the success or failure of a political party, candidate for partisan political office, or partisan political group. Violations of the Hatch Act carry serious penalties, which may result in disciplinary action or removal from Federal employment.”

(...)

“When using social media platforms such as Twitter, Facebook, LinkedIn, etc., Department (federal) employees should be mindful that prohibitions of the Hatch Act apply. Accordingly, the Hatch Act prohibition on engaging in political activities while on duty or in a Government office applies to all social media and other online activities. Employees are prohibited from "posting," "blogging," "retweeting," and "liking" partisan political content while on duty. While it is not a Hatch Act violation to receive a partisan political email while on duty, it is a violation to forward or share political email while on duty, in a Government office, or with others from a Government email address. When off duty, a Department employee may advocate for or against a political party or candidate on social media or through other online activities, but while engaging in these activities Department employees may

not solicit contributions on social media or through other online activities. Whether on duty or off duty, a Department employee may not post comments to encourage contributions to—or post a link of the contribution page of—a political party, partisan political group, or candidate.

In addition to the general restrictions discussed above, Department supervisors must be vigilant that their social media and other online activities do not appear to influence their subordinates. Therefore, Department supervisors should not send subordinate employees email messages or links to webpages that are directed at the success or failure of a partisan political group or candidate. Department supervisors who have subordinates who are part of their social media or online network may post personal views and opinions on political activities, but must ensure that their posts or comments cannot be interpreted as an attempt to influence and coerce a subordinate.”

[READ FULL LETTER](#)

**OPM HATCH Act Resource:
 The 2016 Election Season: What Every Employee Needs to Know about the Hatch Act**

Who Is Further Restricted?
 Employees of certain intelligence or enforcement agencies and offices (except PAS)

- CIA
- NSA
- Defense Intelligence Agency
- National Geospatial-Intelligence Agency
- Office of the Director of National Intelligence
- National Security Council
- DOJ's Criminal and National Security Divisions
- FBI
- Secret Service
- IRS's Office of Criminal Investigation
- Federal Elections Commission
- Election Assistance Commission
- Merit Systems Protection Board
- Office of Special Counsel

4

5 U.S.C. § 7323(b)(2)(A); 5 C.F.R. § 734.401

USDA NIFA's Veterinary Medical Loan Repayment Program Shortage Nomination Cycle is Open Through November 9th!

Source: [USDA NIFA](#)

USDA's Veterinary Medicine Loan Repayment Program (VMLRP), authorized by the National Veterinary Medical Services Act (NVMSA) helps qualified veterinarians offset a significant portion of the debt incurred in pursuit of their veterinary medicine degrees in return for their service in certain high-priority veterinary shortage situations. The National Institute of Food and Agriculture (NIFA) will carry out NVMSA by entering into educational loan repayment agreements with veterinarians who agree to provide veterinary services in veterinarian shortage situations for a determined period of time. If you commit to at least three years to providing veterinary services in a designated veterinary shortage area, NIFA may repay up to \$25,000 of your student loan debt per year. Loan repayment benefits are limited to payments of the principal and interest on government and commercial loans you received for the attendance at an accredited college of veterinary medicine resulting in a degree of Doctor of Veterinary Medicine or the equivalent.

ELIGIBILITY REQUIREMENTS:

Be sure to review the [eligibility requirements](#) to determine if you and your loans are eligible for the VMLRP.

All eligible veterinarians are encouraged to apply for loan repayment. NIFA has a strong commitment to diversity and encourage women, individuals from underrepresented groups, and persons with disabilities who meet the eligibility criteria to apply. Please be sure to review the eligibility criteria before you submit an application for a service agreement with the Veterinary Medicine Loan Repayment Program (VMLRP). The general eligibility criteria applicable to the VMLRP are listed below.

ELIGIBILITY TO APPLY

To be eligible to apply to the VMLRP, an applicant must:

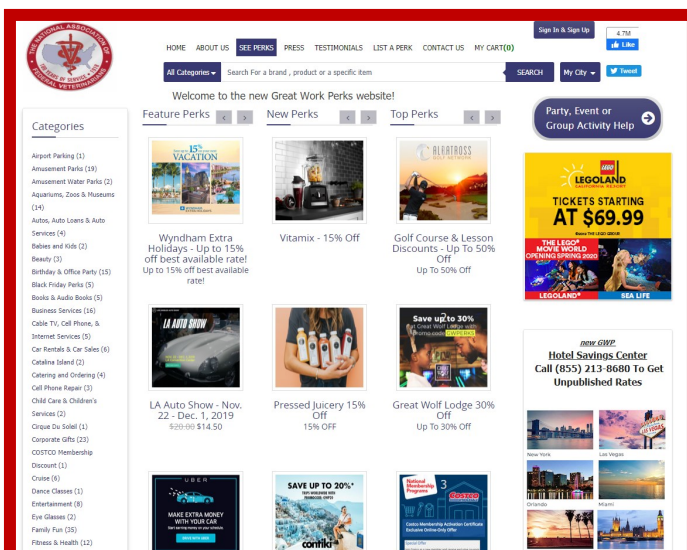
1. Have a degree of Doctor of Veterinary Medicine (DVM), or the equivalent, from a college of veterinary medicine accredited by the AVMA Council on Education;
2. Have qualifying educational loan debt as defined in 7 CFR 3431 Section 3;
3. Secure an offer of employment or establish and/or maintain a practice in a veterinary shortage situation, as determined by the Secretary, within the time period specified in the VMLRP service agreement offer; and

Tasks	FY 2020	FY 2021	FY 2022
Shortage Nomination Cycle Opens	October 7, 2019	October 5, 2020	October 4, 2021
Shortage Nominations Webinar	N/A	September 30, 2020	TBD 2021
Shortage Nomination Cycle Closed	January 17, 2020	November 9, 2020	November 8, 2021
Shortage Situation Areas Posted	February 14, 2020	February 2021	February 2022
Applicant Webinar	February 27, 2020	TBD 2021	TBD 2022
Application period closes	April 2, 2020	March 2021	March 2022
VMLRP Awards Offered	September 30, 2020	September 30, 2021	September 30, 2022

4. Provide certifications and verifications in accordance with 7 CFR 3431 Section 16.

The following individuals are ineligible to apply to the VMLRP:

1. An individual who owes an obligation for veterinary service to the Federal government, a State, or other entity under an agreement with such Federal, State, or other entity are ineligible for the VMLRP unless such obligation will be completely satisfied prior to the beginning of service under the VMLRP;
2. An individual who has a Federal judgment lien against his/her property arising from Federal debt; and
3. An individual who has total qualified debt that does not meet the debt threshold of \$15,000.



Reminder: Access our Members-Only site to access our member-only discounts!

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.

FEDS Protection is Affordable:

\$1,000,000 Policy Limit; \$280 Annual Premium*

\$2,000,000 Policy Limit; \$380 Annual Premium*

50% Agency Reimbursement

All managers & supervisors are eligible for up to 50% agency reimbursement for a net cost of only \$140 per year.

***You must enter discount code "NAFV" for this pricing.**

Surplus lines taxes apply.

Your FEDS policy must be in place prior to any allegations or complaints in order for coverage to apply, so don't delay.

Enroll today at www.fedsprotection.com or call 866.955.FEDS.

Job Opportunity: Director of Animal Industry



Director of Animal Industry
New York State Department of Agriculture and Markets
Albany, New York

The New York State Department of Agriculture and Markets, through its various divisions and programs, promotes New York agriculture and its high-quality and diverse products, fosters agricultural environmental stewardship, and safeguards the State's food supply, land and livestock to ensure the viability and growth of New York's agriculture industries.

If you would like to work for a premier agency focused on enhancing the quality of life for the people of New York State by supporting production of agriculture; ensuring safe, nutritious and accessible food supply; providing economic opportunities for farm and rural residents, then the New York State Department of Agriculture and Markets is for you.

To learn more about our agency and our mission, please visit <https://www.agriculture.ny.gov/>

Job Summary:

Under the general direction of the Deputy Commissioner, the Director of Animal Industry will fulfill the duties and responsibilities of the chief animal health official in the State, as well as the traditional role of chief administrator for the Division. The incumbent will be expected to make all professional decisions in the areas of veterinary medicine and disease control and have the lead role in the creation of statewide policy, rules and regulations pertaining to animal health and welfare.

[View Full Job Listing](#)

This position is located in Albany, New York but will have statewide oversight. This is a non-competitive, policy-influencing, management/confidential position that offers a competitive starting salary of \$125,632/year with excellent benefits. Benefits include but are not limited to NYS Pension Plan membership, Life Insurance coverage, and Voluntary Defined Contribution Plan.

Candidates that are eligible and interested in being considered for appointment to this position must complete our online employment application and upload their cover letter and resume to the system. Our online employment application can be found at <https://fs30.formsite.com/zMiW7u/rxkb6lyjhs/index.html>

The deadline to apply is November 6, 2020.

If you have any questions, please contact Amy Sacco in Human Resources at (518) 457-3216 or recruitment@agriculture.ny.gov.

Pursuant to Executive Order 161, no State entity, as defined by the Executive Order, is permitted to ask, or mandate, in any form, that an applicant for employment provide his or her current compensation, or any prior compensation history, until the applicant is extended a conditional offer of employment with compensation. If such information has been requested from you before such time, please contact the Governor's Office of Employee Relations at (518) 474-6988 or via email at info@goer.ny.gov.

NAFV / APHIS Consultation Meeting – September 2, 2020 – Notes

APHIS

Burke Healey – Deputy Administrator, Veterinary Services
Eric Levesque – Human Resources Specialist
Nhu Phong - Executive Assistant

NAFV

Barb Porter-Spalding – President, NAFV
Deanna Brown – President-elect
Joseph Anelli – Executive Vice President
Mariana C. Barros-Titus - Communications Director
Paola Gomez - Executive Assistant

The following is a much abridged summary of notes from a consultation with VS Leadership. To review the full transcript, please see the notes [linked here](#).

Introduction:

Joe – Thank you for meeting with us so quickly. Our overall concern is for the long-term health of the [Veterinary Services] organization. We want federal service to not just be an alternative to private practice but a preferred career choice.

So as we said in the letter, NAFV would like to discuss current actions regarding **1) Area Veterinarian-in-Charge position classifications, 2) federal veterinary starting salaries as related to recruitment and retention and 3) the use of the Veterinary Medical Loan Repayment Program.**

1) Area Veterinarian-in-Charge (AVIC) Position Classifications (30 min)

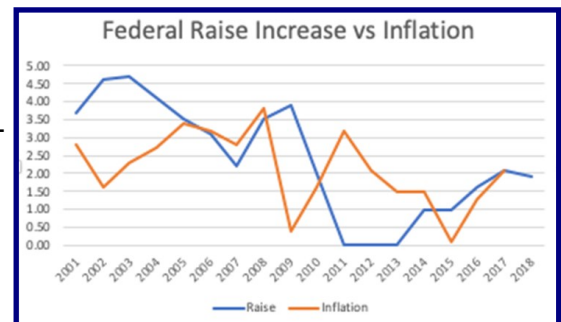
Barbara Porter-Spalding -- We have members concerned about the (apparent) downgrading of AVIC positions. You (Burke) may be completely justified but we would like to hear the rational and understand the procedures used to evaluate the AVIC positions. And discuss any longer unintended consequences of these actions.

VS Response: VS leadership recently spoke to Field Operations about this topic. Burke Healey would like us to share with him any feedback we receive on this.

2) Federal Veterinary Starting Salaries (20 min)

Barbara Porter-Spalding -- For the future of federal veterinary service we need to work with you to ensure veterinarians want to and can afford to take entry level positions. We provided a sheet comparing starting salaries in private large animal practice with starting salaries in the same geographic locations and found a significant difference.

VS Response: We are looking at ways to attract the best and brightest into our positions but the GS-11 starting salary, without a year's experience is controlled at the OPM level.



3) Veterinary Medical Loan Repayment Program (10 min)

Barb – We think giving as many incentives as possible to attract the best and brightest is a positive thing (especially when the finding is not coming from your budget). VS is giving VSLRP slots to FSIS. We think these could be used in VS and would encourage using these. If you need some thing from us to make this happen, we would like to work with you it.

This information shows the federal pay was higher than inflation from 2001 – 2005, from 2008 – 2010 and from 2015 – 2017. What I get from this is it takes time to adjust pay for a large workforce when compared with the economy.

VS Response: Response: Putting information to get more programs to ensure incentives to keep people. Saul TWilson program as big way of providing that incentive. Wants to use existing programs. A lot of people do not know about the various loan forgiveness programs. Appreciated two-way communication. They are working on ways to provide this type of incentive that does not place the same burdensome requirements of the VSLRP.

USTR and USDA Release Report on Agricultural Trade between the United States and China

Source: [USDA](#) | 10/23/2020

Washington, DC – The Office of the U.S. Trade Representative (USTR) and the U.S. Department of Agriculture (USDA) today issued a report highlighting the progress made to date in implementing the agricultural provisions in the U.S.-China Phase One Economic and Trade Agreement, which is delivering historic results for American agriculture.

Since the Agreement entered into force, the United States and China have addressed a multitude of structural barriers in China that had been impeding exports of U.S. food and agricultural products. To date, China has implemented at least 50 of the 57 technical commitments under the Phase One Agreement. These structural changes will benefit American farmers for decades to come. China also has substantially ramped up its purchases of U.S. agricultural products. To date, China has purchased over \$23 billion in agricultural products, approximately 71% of its target under the Phase One Agreement. Highlights outlined in the report include:

- **Corn:** Outstanding sales of U.S. corn to China are at an all-time high of 8.7 million tons.
- **Soybeans:** U.S. soybeans sales for marketing year 2021 are off to the strongest start in history, with outstanding sales to China double 2017 levels.
- **Sorghum:** U.S. exports of sorghum to China from January to August 2020 totaled \$617 million, up from \$561 million for the same period in 2017.
- **Pork:** U.S. pork exports to China hit an all-time record in just the first five months of 2020.
- **Beef:** U.S. beef and beef products exports to China through August 2020 are already more than triple the total for 2017.

In addition to these products, USDA expects 2020 sales to China to hit record or near-record levels for numerous other U.S. agricultural products including pet food, alfalfa hay, pecans, peanuts, and prepared foods

“This China Phase One Agreement is proof President Trump’s negotiating strategy is working. While it took China a long time to realize President Trump was serious, this deal is a huge success for the entire economy. This agreement finally levels the playing field for U.S. agriculture and is a bonanza for America’s farmers, ranchers, and producers,” said U.S. Secretary of Agriculture Sonny Perdue. “Being able to participate in this market in a more fair and equitable way has generated more sales that are supporting higher prices and strengthening the rural economy.”

“President Trump delivered on his promise to confront China’s unfair trade practices and expand market opportunities for U.S. agriculture through the Phase One Agreement. Since the Agreement entered into force eight months ago, we have seen remarkable improvements in our agricultural trade relationship with China, which will benefit our farmers and ranchers for years to come,” said U.S. Trade Representative Robert Lighthizer.

USTR and USDA continue to work closely with the Chinese government to ensure that the Phase One Agreement is fully and properly implemented, so that access for U.S. food and agricultural products into the Chinese market can continue to expand moving forward.

For more information, please read the [Interim Report on the Economic and Trade Agreement between the U.S. and China](#) (PDF, 1.3 MB).

Lawmakers Haven’t Given Up Making Payroll Tax Deferral Optional for Federal Employees

Source: [FedSmith](#) | 10/07/2020

Lawmakers in both the House and Senate still have not given up on their demands to make the Trump administration’s temporary payroll tax deferral optional for federal employees.

President Trump enacted a temporary deferral on payroll taxes via an executive order that went into effect at the start of September. As soon as it was announced that it

would apply to federal employees and that they would not have the option of opting out of it, lawmakers began lining up to make their case against it.

The consternation arises from the fact that deferring the tax now means that a larger tax bill will be due in the early part of next year, likely resulting in a bigger paycheck right now but a smaller one when the taxes are repaid.

The latest push to make the payroll tax optional is coming in response to a statement Treasury Secretary Steve Mnuchin made in a Congressional hearing recently. (...)

Whether or not the payroll tax deferral will become optional for the federal workforce remains to be seen.

For all updates on this issue, please see <https://bit.ly/35RZr3l>.

2020 NAFV BOD ELECTION: Last chance to submit your vote by November 1st!

2020 BOD Election Roster:

- President-Elect (1 Seat)
- Secretary/Treasurer (1 Seat)
- FSIS Representatives (3 Seats & 3 Alternates)
- APHIS Representatives (2 Seats & 2 Alternates)
- Other-Agency Representative (1 Seat & 1 Alternate)
- Military Representative (1 Seat & 1 Alternate)

The NAFV Board of Directors (BOD) is the governing group that designs the vision for our association and approves the methods through which our mission is met. The Board of Directors determines the actions and policies of the association by majority vote at regular meetings or by unanimous vote at other times. The Board of Directors is the ultimate governing body of the association. Each BOD serves a term of two years.

NAFV Elections are held every two years, and the members elected to serve this election will begin their term on January 1, 2021.



2020 Nominations and Election Process Timeline

July 1, 2020: Receive Nominations

August 15, 2020: Distribute Ballots

October 31, 2020: Voting Ends

November 1, 2020: Ballots Counted

November 15, 2020: Results Announced

January 1st, 2021: Newly elected officers and members of the board of directors shall begin their terms and serve for two years.

Read BOD Descriptions

American Association of Food Safety and Public Health Veterinarians Fall Membership Drive:

Be a Part of Something Much Bigger: Help make AAFSPHV the pre-eminent organization representing public health veterinarians working in all aspects of public health. Together we will have a greater impact in protecting public health and animal well being.

The American Association of Food Safety and Public Health Veterinarians is having a Fall 2020 Membership Drive. Join by **Dec 31, 2020** and get 2 years for the price of 1.

WHY JOIN OUR ORGANIZATION?

Advocacy: Our organization develops policy and position statements representing veterinarians working in public health that subsequently result in improved human and animal health.

Representation: One of the most important ways that we represent public health and food safety is through designated membership in the House of Delegates and on key committees and councils at the AVMA.

Collaboration: We are a member of the ACVPM Partners Working group which was formed to foster collaboration with American College of Veterinary Preventive Medicine (ACVPM), the National Association of Federal Veterinarians (NAFV) and the United State Animal Health Association (USAHA). We will work with the Partners Working Group in policy and position statements on veterinary public health/ food safety topics.

Education:

We publish a newsletter and the eNOG a collection of abstracts on current articles in food safety and public health.

Fall 2020: in conjunction with the Partners Working Group and NAFV will offer our members free and discounted online continuing education.

We co-sponsor the Food Safety Symposiums at AVMA and USAHA.

The *membership drive application* is available online: <http://aafsphv.org/membership.html>.
Active membership is \$42.00/year

Federal Veterinarians Protect and Improve Public and Animal Health and Welfare

Welcome New Members

Dr. Kristen Allifisher, APHIS, GS-12, UCD UNK, Hyattsville, MD
Dr. Katie Cornille, FSIS, GS-11, MN '20, Minneapolis, MN
Dr. Timothy Delaney, FSIS, GS-12, OR UNK, Hastings, NE
Dr. Scott Kramer, APHIS, GS-11, MI '16, Streetsboro, OH
Dr. Stephen Miller, FSIS, GS-12, MO UNK, Marshall, MO
Dr. Tyler Senft, FSIS, GS-12, MO UNK, Boise, ID
Dr. Megan Visger, FSIS, GS-12, MO UNK, Bismark, ND
Dr. Randall S. Verink, FSIS, GS-12, ILL '84, Lock Haven, PA

National Association of Federal Veterinarians
 Periodicals postage paid
 1910 Sunderland Place
 at Washington, DC
 Washington, DC 20036

Active Members We Have Lost Touch With

We have lost touch with the following list of members. If you know them, please prompt them to reach out to us at 202-223-4878.

- Naser Awad
- Stanley Baker
- Roy Burns
- Leonard Beohland
- Robert Bonifacio
- Thomas Burleson
- Douglas Carmichael
- Anwarul H. Chaugry
- Kaila Chung
- Beth P. Cunningham
- Ahmed Dariwsh
- Richard Elliott
- Tim B. Falls
- William Fanning
- Diane R. Forbes
- William Fuhrman
- David Gallatin
- Roger Garner
- Robert Gilkerson
- Bettina Helm
- Darin Holmes
- Rex Holt
- Edward Jones
- Henry (Pete) Kautman
- Mohammad Khan
- Timothy B. King
- Lennis C. Knight
- Michael R. Kollar
- Stephen Lewis
- John D. Long
- Jeffrey Melander
- William T. Melton
- Janice Miller
- Lewis Mitchell
- Daniel Novilla
- David Norman
- Jeffrey L. Nulph
- Hashim Osman
- Jon W. Owen
- Gerald Ramkison
- Vishnu N. Ramnarie
- Elliott Ramos
- Darryl Reynolds
- Neil E. Rippke
- Darryl Robinson
- William Rogers
- Donald Savage
- Sandra M. Sisson
- Fred Soltero
- Jocelyn Sumbry
- Scott Thomas
- Gary Walch
- Roanld Waldrop
- Noreen R. Walsh
- Ulysses Whitworth
- James L. Wilkus