



GIPSA News

A newsletter for the employees of the Grain Inspection, Packers and Stockyards Administration

February 2007

Steve Tanner Bids Farewell to GIPSA



Steve Tanner

After more than 30 years with the Federal Grain Inspection Service, **Steven N. Tanner**, director, Technical Services Division (TSD), will be leaving GIPSA to become director of the Farm Service Agency's Kansas City Commodity Office. **Steve** will join FSA in mid-February.

Steve has been the director of TSD since 1994. He started his career with FGIS in 1976 as a chemist with the Commodity Testing Laboratory and eventually became the assistant laboratory head. He also served as a staff assistant to the administrator in the 1980s and early 1990s. Steve came to the Technical Services Division in 1992 as the deputy director.

Steve is very active in both professional and civic areas. In 1988, **Steve** was appointed to chair the Codex Alimentarius Commission's Committee on Cereals, Pulses, and Legumes. As the chair of this committee, he is responsible for reviewing and approving methods that affect commerce on a global basis. In 1996, **Steve** was elected to serve as the chair of the

Kansas City Federal Executive Board, a position he continues to hold.

Steve leads by example, and he personally supported a number of activities including the Combined Federal Campaign and the Day of Caring. **Steve** firmly believes in and supports the mission of GIPSA. His ability to understand and integrate science and public policy is exceptional, and Steve will be missed by his many friends and colleagues at GIPSA and throughout the government and industry.

We wish **Steve** well and success in his new position at the Farm Service Agency.

In This Issue

| | |
|-------------------------------|---|
| Names in the News | 2 |
| Travel Bits & Pieces | 3 |
| Regulatory Info | 3 |
| Issuances | 3 |
| President Ford and GIPSA | 4 |
| Poultry Expo | 5 |
| Exit Interview Reminder | 5 |
| ERO Food Drive 2006 | 6 |
| Rice Fees Amended | 6 |
| For Your Health | 7 |
| Health Program Renewed | 7 |

Names in the News

PERSONNEL

Jaime Adams, deputy director, Budget and Planning Staff, accepted a position with the Foreign Agricultural Service. She began her new job on January 22, 2007.

RETIREMENTS

Steve Bennett, Minneapolis Field Office Manager, retired on February 3, 2007, with 32 years of service. **Steve** began his grain career with the State of Missouri in 1970. In 1974, he began his government career with the Agricultural Marketing Service's Grain Division as an agricultural commodity grader in St. Louis, Missouri. In 1978, he transferred to the Omaha Field Office as the assistant field office manager. In 1980, **Steve** was selected as the manager of the St. Louis Field Office. In 1991, he became manager of the Minneapolis Field Office, a position he held until his retirement. **Steve** and his wife **Carol** are the parents of two sons—**Dax** and **Jason**. We wish **Steve** and his family a long and happy retirement, and all the best as he begins his new adventure!

Tom Hearon, Compliance Division, retired in January with 32 years of Federal service. **Tom** joined the USDA Grain Division's Chicago field office in 1974, and in 1978 transferred to the Portland Field Office to become a shift supervisor. In 1987,

he moved to Washington, DC, to join the Regulatory Branch as a compliance specialist. In 1989, he transferred to the Field Management Division, Policies & Procedures Branch, in Washington, DC, as a grain marketing specialist. In 1994, **Tom** became the chief of the Compliance Division's Regulatory Branch. In 2006, he headed up the Safety & Issuance Management Branch, and later became deputy division director until his retirement in December 2006. **Tom** plans to return to his family's small farm in the Mississippi Delta and produce cotton, soybeans, and corn.

Larry Richard, rice inspector in the Crowley suboffice, retired on January 3, 2007, with 37 years of service. **Larry** served in the Army, and as a rice inspector with GIPSA and with private companies.

About 50 retired and current FGIS employees, along with family members and people involved in the rice industry, attended a retirement party for **Larry**.



Attendees at Larry Richard's party included retirees: (standing-left to right) D.W. Covington (retired FOM), Junuis Marcaux, Carl Leger, Autrey Duhon, Claude Leger, Clay LaFosse, Paul Thibodeaux, (seated) Nobbie Walsh, and honoree Larry Richard.

AWARDS

Steve Bennett, manager, Minneapolis, received an extra effort award for providing outstanding leadership in managing the Minneapolis Field Office, thus contributing greatly to the increased effectiveness and efficiency of the GIPSA's mission and the Minneapolis Field Office.

Cary Brown and **Al Rupert**, Chicago, received spot awards for their excellent performance in providing scale testing and weight reverification service to the grain industry, railroad, and other GIPSA customers from the Master Scale Depot in Chicago.

Steven Burton and **Luccile Clark**, physical scientist technicians, Technical Services Division, each received a Spot Award in recognition of extra effort and very high work quality in support of the Unified Grain Moisture Algorithm project.

David Funk, supervisory physical scientist, received a Certificate of Merit in recognition of superior effort to reach out to universities to diversify GIPSA's scientific staff.

Continued, see Names on page 3.

Names, from page 2.

Jeffrey Joseph, League City, TX, received an extra effort award for his outstanding contributions to efforts to establish trade relations with the country of Iraq.

David Morris, agricultural commodity grader, TSD, received a Spot Award for repairing three Soxtec units that were not functioning. Thanks to his extra effort and initiative, the oil extraction reference laboratory is now capable of processing eighteen more samples per run.

John Pitchford, Office of International Affairs, Washington, DC, received a certificate of merit for outstanding leadership and continued dedication as director of the Office of International Affairs.

Travel Bits & Pieces

Peggy Smith, Washington, DC

FedTraveler Transaction Fee Reminder. New FedTraveler Transaction Fees went into effect January 1, 2007.

- Self Service Domestic or International Travel with Air and/or Rail – new fee - \$10.03 (previously \$8.18)
- Non-Self Service Domestic Travel with Air and/or Rail – new fee - \$29.95 (previously \$28.10)
- Non-Self Service International Travel with Air and/or Rail – new fee - \$34.25 (previously \$32.40)

POV MILEAGE RATE INCREASE. The mileage rate for authorized use of a privately owned automobile for official travel increased from 44.5 cents per mile to 48.5 cents per mile effective February 1, 2007.

Regulatory Info

Tess Butler, Washington, DC

Federal Register Publications

- Fees for Rice Inspection Services – Published January 17, 2007
- Proposed Posting, Posting, and Deposting of Stockyards – Published January 23, 2007

Issuances

Terri Henry, Washington, D.C.

- FGIS Program Directive 9180.67, “Letterhead Transgenic and Biotechnology Statements for Grain and Graded Commodities,” dated January 25, 2007
- FGIS Program Directive 9180.66, “Zearalenone Testing,” dated January 29, 2007
- Aflatoxin Handbook, Chapter 3, Change No. 14, dated January 22, 2007
- FGIS Program Directive 9180.80, “Procedures for Grading Feed Peas,” dated January 15, 2007
- P&SP Directive 9700-37, “Management Accountability Program,” dated January 23, 2007
- MRP Administrative Notice 07-01, “Spot Award Amount Increases to \$750,” dated January 9, 2007
- FGIS Policy Memorandum Reference No. 212, “Samples for Informational Purposes,” dated January 8, 2007
- P&SP Directive 9700-19, “Communications Related to the Investigative Process and Specific Investigations,” dated December 18, 2006
- Inspecting Grain Practical Procedures for Grain Handlers, dated December 2006
- DON Handbook, Change No. 5, dated December 18, 2006
- Aflatoxin Handbook, Change No. 13, dated December 18, 2006
- MRP Directive 4351.1 “Reduction-in-Force,” Issuance Change 4 - the change appears in Appendix B and that page is indicated as Issuance Change 4, dated November 27, 2006

Remembering President Ford's Contributions to GIPSA

Brett Offutt, Washington, DC

On December 26, 2006, former **President Gerald Ford** passed away at the age of 93. Media coverage following his death provided the public with an in-depth look at Ford's life and accomplishments as President. We heard much about his early life; his time in Congress; his appointment to the vice-presidency; and the 29 months — from August 9, 1974, until Inauguration Day, January 20, 1977 — that he served as President. One of Ford's acts as President that was not mentioned by the media greatly impacted the work we do in GIPSA today. On September 13, 1976, President Ford signed Public Law 94-410, which amended the Packers and Stockyards Act (P&S Act).

Public Law 94-410 made important changes to the P&S Act and the livestock industry. First, it amended 7 U.S.C. 204, the Act of July 12, 1943, by adding packers who purchase over \$500,000 of livestock annually to the entities that may be required to maintain bonds to cover their livestock purchases. Previously, only market agencies and dealers were required to be bonded. It also added language to the end of that section prohibiting packers from operating while insolvent.

Second, PL 94-410 added two important sections — 206 and 409 — to the P&S Act. Section 206 established the statutory trust in favor of unpaid sellers of livestock to packers (packer trust). Section 409 requires prompt payment for livestock purchases by packers, market agencies and dealers.

President Ford, upon signing the amendments to the P&S Act, made

the following statement:

I am pleased today to sign into law H.R. 8410, which assures that our livestock producers will receive payment due for livestock sold to meatpackers. This legislation arose out of a demonstrated need for greater protection of livestock producers. I commend the Congress for developing H.R. 8410 to provide this protection which is in the best interest of producers, packers, and consumers.

This bill makes constructive amendments to the Packers and Stockyards Act which will both reassure livestock producers and help provide stability in the marketplace. Producers will be reimbursed for livestock sold to meatpackers covered by the Act which go out of business unexpectedly. Consumers will be able to count on more stable meat supplies at retail stores.

Without this legislation, sales of livestock to meatpacking firms would have continued without adequate assurances of payment—as was the case last year when a major Midwestern meatpacker went bankrupt while many of our cattle producers were left holding over \$20 million of worthless checks. Producers will be protected against this kind of catastrophe in the future.

Although I am opposed to unnecessary interference by government in private business enterprise, Federal action in this instance was necessary and appropriate. The legislation I am signing today ac-

complishes its legitimate objectives without excessive restrictions on industry and without the creation of superfluous new government agencies.

I would like to commend the bipartisan efforts of the Congress in rapidly responding to the clear need for the legislation now before me, and I am pleased to see the turnout of Members of Congress, here today, who were instrumental in the passage of this legislation. Your constructive efforts have earned the strong support of all the major farm organizations and livestock producer groups.

The competitive, free enterprise nature of the livestock industry in particular and American agriculture in general has long been the envy of the world. No other nation can match the ability of American farmers and ranchers to provide food for the consumer at a reasonable cost.

H.R. 8410 will help make a good system even better. I take pleasure in signing this bill today.

In the 30 years since passage of these amendments, GIPSA and its predecessor agencies have successfully protected livestock producers' financial interests. A considerable amount of the work we do and the cases we enforce can be attributed to these amendments, prepared by the 94th Congress and signed by Gerald Ford, our 38th President.

Source: courtesy of John Woolley and Gerhard Peters at The American Presidency Project, University of California at Santa Barbara, <http://www.presidency.ucsb.edu>.

2007 International Poultry Exposition

John Rollins, Atlanta

During the 2007 International Poultry Exposition in Atlanta, Georgia, John A. Rollins, a member of the Eastern Regional Office staff, gave a presentation on poultry growing contracts and their relationship to the Packers and Stockyards Act, 1921 (Act) and the regulations issued thereunder.

James Link and Alan Christian attended the presentation, as did many other staff members of the Eastern Regional Office. There were approximately 30 members of the chicken and turkey industry in attendance, as well.

The presentation centered on section 410 of the Act and section 201.100 of the regulations. Section 410 – Final date for making payment to cash seller or poultry grower, states that payment for cash sellers must be made before the close of the next business day. Poultry growers growing under growing contracts or marketing agreements must be paid before the close of the fifteenth day following the week of slaughter.

The discussion of regulation 201.100 – Records to be furnished poultry growers and sellers, centered on the language that must be included in contracts when condemnation (poultry or its parts deemed inedible by FSIS) is deducted from the poultry grower's live weight. It includes terms in the contract relating feed conversion ratios (amount of feed needed to produce a pound of poultry) formulas, per unit charges for feed and other inputs when used to determine poultry grower payments. Section 201.100 talks about the documents that must accompany payment when payments are based on condemnation and/or grades. Section 201.100 discusses what must be present on the final payment accounting provided the contract grower, as well as the ranking of the grower if applicable.

A discussion took place regarding some of the weighing problems that have been found by Eastern Regional Office investigators during the past several months. The value of communications between the poultry grower and the poultry companies was also emphasized during the presentation.

Are EEO/CR issues or concerns affecting your employment with GIPSA? Do you have questions? Need help? Then let your voice be heard.

Call the EEO Advisory Committee at...

1-800-639-5167

Civil Rights Hotline

Annual Exit Interview Reminder

Peggy Smith, Washington, DC

As part of Marketing and Regulatory Programs' (MRP) ongoing research effort to determine the reasons why employees leave, MRP continues to collect information from employees who transfer, retire, resign, or are otherwise separated.

The purpose of the Exit Interview Program is to obtain feedback from separating permanent employees who are leaving AMS, APHIS, or GIPSA. Exit Interview Questionnaires are distributed locally. In accordance with the guidance on the web site, local offices will provide to employees prior to separation a questionnaire and a pre-addressed envelope with whatever return-postage guarantee option is appropriate for their office in order to facilitate the return of questionnaires. Employees are requested to complete the Exit Interview Questionnaire prior to departure. The information submitted by separating permanent employees is analyzed and used to enhance diversity in the workforce and improve the work environment. Employee participation is voluntary and completed returned Exit Interview Questionnaires are kept confidential. Please refer to the EEO section of inGIPSA for more detailed information and the questionnaire.

Your responses are crucial to identifying workplace inadequacies and assisting us in our efforts to develop solutions.

ERO 2006 Food Drive

Pam Lake, Atlanta

The Eastern Regional Office had the opportunity to “give back” to the community during our 2006 Food Drive. No one has achieved anything without the hard work and dedication by those who came before us. As a result, we must do more than simply show up for work. The Eastern Regional Office employees rose to the occasion and did more than just show up for work, they gave from their hearts. The 2006 Food Drive was a great success!

Food contributions were made to the Carpenter House and two special families in need. The Carpenter House is a non-profit drug rehabilitation center sponsored by the Atlanta Union Mission which was established in 1938 as a refuge for homeless and hungry individuals displaced by the Great Depression. Over the years, the Mission has grown from a single shelter in downtown Atlanta to six facilities which provide emergency food and shelter, residential recovery

programs and transitional housing.

The shelves at the Carpenter House were nearly bare and the clients were extremely grateful to receive the food. The ERO also worked with the Task Force for the Homeless to find families in need of assistance. The first family was a single mother with four children. The mother was a victim of domestic abuse and the Task Force provided her with temporary housing. She applied for food stamps but had not started receiving them and did not know how she would feed her children. The second family was living in a housing project where the mother was a recovering drug addict with five children with the youngest being three



JC Cannon, center, with members of the Carpenter House during the ERO's Food Drive.

months old. Both families were grateful for the food donations.

One cannot place a value on the gratitude received from someone in need. As the cliché states, “It is better to give than to receive”. Many thanks to JC Cannon for coordinating our 2006 Food Drive.

Employee Assistance Program

Call for confidential help.

Washington, DC personnel, call...
301-570-3900
or 1-800-222-0364

Field personnel, call...
1-800-222-0364

Rice Fees Amended

FGIS revised the regulations governing the sampling, inspection, weighing, and certification of rice by increasing certain fees charged for the services by approximately 18 percent. Further, the rice fees increase an additional 3 percent each year through fiscal year 2010 and establish a stowage examination fee. These revisions are necessary in order to recover, as nearly as practicable, the costs of performing these services under the Agricultural Marketing Act of 1946 (AMA). The new fees will become effective on February 16, 2007.

For Your Health

Mavis Rogers, Washington, DC

Do you feel overwhelmed by your job? Do you have nightmares about work? Do you dread having to drag yourself out of bed on Monday morning? If so, you are not alone. Everybody feels burned out sometimes. Following are some tips for overcoming job burnout.

Identify the Causes. Do you enjoy the kind of work you are doing? Do you receive sufficient recognition or compensation? Do you agree with your organization's goals? Asking questions like these can help you figure out the source of burnout.

Decide What You Should Change. Determine what action you should take. If you lack the skills for your particular job, for example, you might consider getting additional training. If you are too busy, honing your time management skills might be helpful.

Discuss Your Concerns. Clarify in your own mind what others can do to help improve your situation, then talk with the appropriate people in a reasonable, non-threatening way. For example, point out to your supervisor why a clearer job description or increased recognition would enhance your performance.

Make the Changes. Take steps to improve the situation. If you need training, for example, enroll in a class that can be beneficial. Keep in mind that even if you can't change external circumstances; you can change your attitude. That might mean lowering your expectations or, in an extreme situation, changing jobs. Regardless of the change you make, consider all the consequences before you act.

Getting Help. If you would like more information, call your EAP toll-free number at (800) 222-0364.

Courtesy: Federal Occupational Health Employee Assistance Program.

GIPSA News is the employee newsletter of the USDA Grain Inspection, Packers and Stockyards Administration. Send your news, ideas, suggestions, comments, questions, or thoughts for the next issue to:

Dana Stewart
USDA, GIPSA, Stop 3614
1400 Independence Avenue, SW
Washington, D.C. 20250-3614
Phone (202) 720-5091
FAX (202) 690-2333
dana.b.stewart@usda.gov

by February 25, 2007!

GIPSA Renews Health Surveillance Program

GIPSA renewed its health surveillance program contract for 2007. GIPSA uses the program as a tool to evaluate the occupational health of its employees. The program, which is administered by Federal Occupational Health (a division of the Department of Health and Human Services), is available as a voluntary program to all full-time permanent GIPSA employees.

Participating employees are limited to one medical examination every 3 years. The contract number is A105680. All exams should be scheduled by July 15th of the fiscal year. First-time employees visiting the health centers should take a completed ARS-182C, Occupational Medical Questionnaire Form, to the health center on the day of their examination. Most offices have these forms. The forms can also be obtained from the Safety & Health Office.

For complete information on the program, including examination locations and contacts, please contact **Mavis Rogers**, Safety and Health, Management Support Staff at 202-720-0251 or via email to: Mavis.P.Rogers@usda.gov.

Black History Month



February 2007

OFFICE OF THE ADMINISTRATOR
USDA, GRAIN INSPECTION, PACKERS
AND STOCKYARDS ADMINISTRATION
STOP 3601
1400 INDEPENDENCE AVENUE, SW
WASHINGTON, DC 20250-3601
