



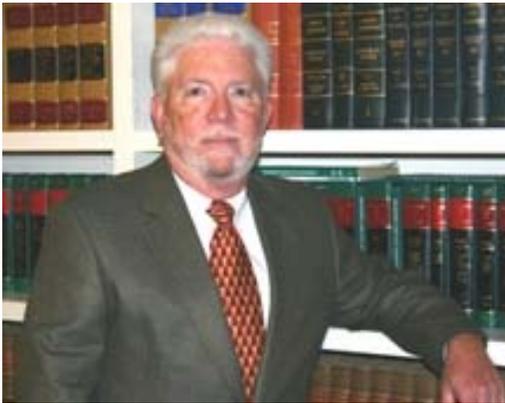
# GIPSA News

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

June 2009

## From the Administrator

*J. Dudley Butler, Washington, DC*



*Administrator J. Dudley Butler*

On May 11, I had the honor of joining GIPSA as your new administrator. Having been a soybean and corn farmer and cattle producer, I come to GIPSA with a working knowledge of the value and importance of our programs and services. I am connected to our mission and bring to the Agency on-the-ground knowledge of the industries that we regulate and serve.

For the work of the Packers and Stockyards Program, we have a unique window of opportunity under the Obama Administration to strengthen protections for family farmers and to provide guidance for the entire industry to ensure fair play across the livestock market. This, in turn, will lead to a healthier industry and aid in the growth of our economy.

For the Federal Grain Inspection Service, we will continue to strengthen our role in facilitating the marketing of U.S. grain both here and abroad. We are known for our integrity and our excellence in providing grain inspection and weighing services. The world has such faith in our accuracy and reliability that they rely on GIPSA's standards, methods, and services to market \$40 billion of commodities each year. While it is sometimes lost in the hustle of inspecting at export, we must remember that our work ties directly back to the farm.

Because of GIPSA, America's producers can effectively market their products around the world.

I am honored to be part of the GIPSA team. My thanks to all in Washington, DC, for their cordial welcome for me and my wife **Linda** when we arrived here at headquarters. I look forward to meeting folks outside the Beltway, and to working with each of you.

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# Names in the News

## PERSONNEL

**Morgan Arvaneh**, IT specialist, joined the Business and Economic Analysis Division (BEAD) from the Department of Justice, where he worked as chief of the Applications Software Engineering Branch since 2006. **Morgan** has experience programming in a number of languages and various database applications. He will be developing PSAS performance reports, and work directly with the PSAS software developers.

**Bettina Bledsoe**, program assistant, joined the Western Regional Office's (WRO) Program Support Unit. **Bettina** joins GIPSA from the Department of the Air Force where she worked 3 years as a civilian employee and served 21 years in active duty.

**Scott Flanary**, agricultural economist, joined BEAD. Previously, **Scott** worked for 2 years in Monterrey, Mexico, traveling throughout Mexico as a consultant, helping agribusinesses develop production business plans to better manage risk. Prior to that, he was a production contract manager for Cargill Meat Solutions' Kansas and Arkansas hog and poultry production locations. In BEAD, **Scott** will help implement new hog and poultry competition monitoring programs, analyze PSAS performance data, and analyze annual report data filed by industry.

**Melissa Eli**, automation assistant, joined the WRO's Central Reporting Unit. **Melissa** will work part-time for GIPSA through the Student Tem-

porary Employment Program. **Melissa** is a Masters candidate at Denver University Graduate School of International Studies. She earned a Bachelor's Degree in international business from Palm Beach Atlantic University.

**Nicholas Foster**, auditor, joined the Midwestern Regional Office's (MRO) Financial Unit under the Student Career Employment Program. **Nick** just completed his sophomore year at Drake University in Des Moines, Iowa.

**Marilynn Gallagher** is the new resident agent in Greenville, South Carolina. **Marilynn** previously worked as a market inspector.

**Kellye Goto**, automation assistant, joined the WRO's Central Reporting Unit. **Kellye** worked for GIPSA as a summer intern auditing assistant in 2007. She is a senior at the University of Colorado – Denver Campus majoring in international business.

## AWARDS

**Cary Ainsworth**, Eastern Regional Office (ERO), received a spot award in recognition of accepting, on short notice, the rapid response action on Searcy County that led to the timely distribution of bond claim letters.

**Onetisha Anderson**, ERO, received a spot award in recognition of accepting, on short notice, the rapid response action on Searcy County that led to the timely distribution of bond claim letters.

**Gregory Andrews**, MRO, received a spot award for excellent work performed during a detailed investigation and claim process which required consistent effort over an extended period of time.

**Terrell Bailey**, New Orleans, received a time-off award for providing exemplary and outstanding service to the New Orleans field office and our external customers.

The **Board of Appeals and Review** received a certificate of appreciation from the New Orleans field office for helping the field office with their Quality Control Program. The BAR helped the field office authorize more than 30 individuals to grade corn, soybeans, and wheat. In addition, **Michael Eustrom**, **Dempsey Lewis**, **David Lowe**, **Dale Phetteplace**, **Mark Ruth**, and **James Whalen** received spot awards in recognition of their efforts.

**Brian Burk**, WRO, received an extra effort award for demonstrated effort in conducting rapid response investigations, which contributed greatly to the financial protection efforts in the WRO.

**Mavi Chambliss**, New Orleans, received a time-off award for providing exemplary and outstanding service to the field office and our external customers.

**Chad Curry**, WRO, received an extra effort award for demonstrated effort in conducting a rapid response investigation, which contributed greatly to the financial protection efforts in the WRO.

*Continued, see Names on page 3.*

## Names, from page 2.

**Gary Davis**, WRO, received an extra effort award for demonstrated effort in conducting a rapid response investigation, which contributed greatly to the financial protection efforts in the WRO.

**Gunnard Eskilsen**, WRO, received an extra effort award for demonstrated effort in conducting an investigation that led to the timely notification of bond claimants and helped to improve customer impressions of USDA in the industry.

**Adam Fast**, MRO, received a spot award for excellent work performed during a detailed investigation and claim process which required consistent effort over an extended period of time.

**Steven Golus**, MRO, received a spot award for extra effort in assisting newer resident agents in support of P&SP's Business Plan.

**Anita Heckenbach**, Field Management Division, received a time-off award from the New Orleans Field Office for providing an extremely high level of professionalism and cooperation in conjunction with the New Orleans field office's Quality Control Program.

**Cecilia Hill**, WRO, received a spot award for extra effort and a good attitude in providing support to the WRO and increased workload while we were short-handed up front.

**Jeffery Joseph** and **Orval Schleiermacher**, League City, received time-off awards for exceptional work on check testing and certifying dockage machines for official use.

**Bob Krouse**, Kansas City, received an extra effort award for exceptional leadership and initiative in

adoption of the Quality Management Program within the official system.

**Tanisha Mapes**, MRO, received a spot award for excellent work performed during a detailed investigation and claim process which required consistent effort over an extended period of time.

**Mary Matherne** and **Terrell Bailey**, New Orleans, received time-off awards for providing the New Orleans Field Office with a cleaner, healthier environment for all employees.

**Kari McPherson**, MRO, received a spot award for extra effort in assisting newer resident agents in support of P&SP's Business Plan.

**Robert Merritt**, MRO, received a spot award for extra effort in assisting newer resident agents in support of P&SP's Business Plan.

**Roderick Prather**, WRO, received an extra effort award for demonstrated effort in conducting rapid response investigations, which contributed greatly to the financial protection efforts in the WRO.

**Casey Sturgill**, MRO, received a spot award for excellent work performed during a detailed investigation and claim process which required consistent effort over an extended period of time.

**Ana Trujillo**, League City, received a time-off award for exceptional work done in working with the Information Technology Staff to resolve tonnage problems when the FGIS Harlingen office was established.

**Eleanor Tuilaepa**, WRO, received a time-off award for her exemplary service and support as program assistant in the WRO and

dedication to the Agency, and a spot award for providing support to the WRO and increased workload while we were short-handed up front.

**Charles Williams**, New Orleans, received a time-off award for providing superior service to our external customers.

### 40-YEAR SERVICE AWARD

Ronald Hanson, Minneapolis

### 30-YEAR SERVICE AWARDS

Terri Henry, Washington, DC  
Dawn Cowan, Washington, DC  
Mark Leppert, Kansas City  
David Ballard, Portland  
Judy Hawkins, Portland  
Robert Simpson, Portland  
David Skallerud, Cedar Rapids

### 20-YEAR SERVICE AWARDS

Adel Ibrahim, League City  
Susan Fall, Minneapolis  
Donna Hillard, Toledo  
Richard Pierce, Kansas City  
Mary Heisey, Lancaster  
Susan Kleinman, Atlanta  
Nilsa Ramos Taylor, Atlanta

### 10-YEAR SERVICE AWARDS

Gilbert Sanchez, Washington, DC  
Brenda Scott, New Orleans

## Milt Hansen Retiring

*Sarah Chess, Denver*

**Milton Hansen** will retire July 2, after 32 years of dedicated service to USDA. **Milt** began his career with USDA on July 4, 1976, as a meat grader in Sioux City, Iowa, and then spent time in Denver and Detroit. In 1980, he joined the Packers and Stockyards Administration as an agricultural marketing specialist in the Portland, Oregon, Regional Office. In 1984, he became the supervisory marketing specialist in the Lawndale, California, Regional Office. In 1986, he transferred to Washington, DC, to join the Marketing Practices Branch, Livestock Marketing Division, as a livestock marketing specialist. **Milt** joined the Denver Regional Office in 1988 as the regional supervisor and remained in that role for nearly 10 years. In 1998, due to a reorganization, he was reassigned as the resident agent supervisor in the Western Regional Office (WRO). He became supervisor of Marketing Practices in 2005. In 2006, there was an reorganization and **Milt** was reassigned as the senior marketing specialist in the WRO.

During **Milt's** 32 years with USDA, he has investigated every type of trade practice, including several large weight fraud cases, check kiting, and large packer investigations. He worked and performed investigations in 19 states and the District of Columbia, and has served on several committees. In 2002, he received, with great honor, the Administrator's Superior Award for outstanding contributions to fulfilling the mission of GIPSA.

While working for P&SP, **Milt** said that he most enjoyed the people he has worked with, traveling, getting to know people in the industry, and the variety of work P&SP has to offer. At the end of the day, he feels good about what he has accomplished and that he has done something good for the livestock industry.

He is looking forward to spending more time on his hobbies like leather and wood working, fishing, and gardening. He hopes to be able to travel to research his family history and genealogy. He plans on enjoying his family and grandchildren.

**Milt** has learned over the years that people tend to focus on something that seems to matter at the moment while losing sight of what matters most. He hopes that P&SP and its employees will continue to focus on what matters most for the industries and the people we serve.

P&SP thanks **Milt** for his dedication and work ethic. He has been a great influence and a contributor to the success of the agency. He has been a leader, mentor, and great teammate. We wish him the best of luck.

## MRO Employees Receive FEC Employee of the Year Awards

*Gayle Pounds-Barnett, Des Moines*

Each year, the Federal Executive Council of Central Iowa (FEC) honors outstanding Federal government employees. In 2009, P&SP's Midwestern Regional Office nominated employees in four categories.

**Casey Sturgill, Adam Fast, LaDondra Taylor, Tanisha Mapes, Luis Sosa, and Bruce Gardner** were recognized in the Small Group category for significant contributions to livestock sellers and poultry growers receiving full payment for cattle sold and poultry grown or sold to Agriprocessors, Inc. The payouts through the livestock and poultry trusts were over \$6 million.

**William Arce-Arana** received a President's award, given to nominees that exhibit excellence beyond a single category, for his contribution to an investigation that uncovered a major cattle scam involving farmers in several Midwestern states. The five operators of the livestock company were ordered to pay \$561,000 in restitution to farmers and \$243,000 in civil penalties to the state of Missouri.

**Katie Stout** was nominated in the recently-hired category and **Bryice Wilke** was nominated in the supervisory category.



*MRO's FEC Employee of the Year nominees (pictured from left to right) Bryice Wilke, Will Arce-Arana, LaDondra Taylor, Adam Fast, Katie Stout, Casey Sturgill, and Bruce Gardner.*

## **FGIS Matters... !**

*Randall Jones, Washington, DC*

I want to start by welcoming our new administrator, Mr. **Dudley Butler**, who joined the GIPSA Team on May 11, 2009. We look forward to working with him to support American agriculture.

I recently read a May 20, 2009, *Washington Post* article about the 2008 Survey of Federal Workplaces conducted by the Partnership for Public Service, a nonpartisan group devoted to improving public service. The writer starts out saying that that Federal workers value strong leadership and straight answers more than even pay and benefits. While I am not going to begin to debate which of these things that we value "more," I am committed to providing straight answers to all FGIS team members. Beginning with this article, I will write a monthly newsletter article in which I will share with you the happenings of the past month and what I see on the horizon. I hope that we will find this to be an effective tool to share information that impacts our program and our team members. Likewise, I encourage you to share with me issues that can help FGIS be a stronger and better organization. Feel free to contact me via e-mail or pick up the telephone and give me a call.

### **Employee Assistance Program**

Call for confidential help.

1-800-222-0364

This past month I continued my quest to visit every FGIS field office when **John Giler** and I made a trip to Stuttgart. However, before I get to that visit, let me tell you about the American Association of Grain Inspection and Weighing Agencies (AAGIWA) annual meeting in Memphis on May 4-6, 2009. AAGIWA plays a critical role in the official inspection system by representing the majority of the official agencies. I truly value our relationship with AAGIWA and appreciate the support that we receive from them. **Tom O'Connor** and members of his staff kicked off the meeting with a Quality Management Program (QMP) workshop on the afternoon of May 5 that was extremely well attended. It is obvious that the hard work that our Compliance Staff and AAGIWA members have put into creating and implementing the QMP is beginning to deliver big rewards. I anticipate that in the next few months we will have the first QMPs in place and operating. This is a big accomplishment of which we can be proud.

On Tuesday, I addressed the group and covered a number of topics including recent USDA appointees (e.g., **Mr. Butler** and others), a market overview that focused on domestic certifications, the recent task force that was convened in Kansas City to review the application of odor for sorghum, some developments in trade with Mexico, and our thoughts on developing new and ongoing training for the official agencies. While the volume of our export certifications is down about 21 percent for the year as compared to last year, the

volume of domestic inspections is down approximately 10 percent compared to last year but is running slightly ahead of the 5-year average. If the trend continues, the official agencies should enjoy a successful year.

In response to some issues that have been raised by the industry regarding the determination of sorghum odor, on April 7 and 8, we convened a task force in Kansas City that was comprised of sorghum producers, handlers, exporters, and end-users such. To help us under the science of "smelling," **Dr. Edgar Chambers**, Director and Distinguished University Professor, Sensory Analysis Center, Kansas State University, provided some extraordinary information to the group and explained that smelling odor in grain is a "science." Therefore, smelling sorghum is an objective determination and not a subjective determination as most generally believe. **Dr. Chambers** truly impressed me and others as well within the group, and we are currently seeking to enter into an agreement with **Dr. Chambers** to create and maintain reference materials that we can use for the sorghum odor line and to develop training materials and methods for FGIS team members and official agency staff.

The AAGIWA Board of Directors and CEO honored **Mr. Giler** with the presentation of a grain probe in recognition of his service to the organization.

*Continued, see **FGIS Matters** on page 6.*

## FGIS Matters, from page 5.

**Larry Kitchen**, president, AAGIWA, offered these comments: “**John Giler** has been a true friend of official inspection agencies. He was always willing to listen to our concerns and seemed to understand the day-to-day headaches we faced. We felt we could always count on **John** for a straightforward response, whether we agreed with him or not, and we appreciated that. John has been a great friend and colleague. He will be greatly missed, although we wish him nothing but the very best in his retirement.”

At the conclusion of the AAGIWA meeting, **Clyde Steves**, FOM Stuttgart, was kind enough to provide

**Mr. Giler** and me a ride from Memphis to Stuttgart. This was my first trip to this part of Arkansas and I can honestly say that I have never seen this much water on fields that should have been dry. I was told that the rice producers in this area need to have their fields planted by May 10, and there was real concern that the fields would not dry sufficiently for this to happen. **Mr. Steves**, **Mr. Giler**, and **I** arrived about mid-morning to learn that incredible winds had swept through the area in the early hours of the morning. Some reports suggested that straight line winds of 100 mph ripped through the area in and around our field office. We found a lot of tree damage in the city, and to the dismay of our field office staff, the field office was without electricity. However, not to be deterred, somehow the staff was able to put together the best red beans and rice that you could ever hope to have. My appreciation goes out to the **Stuttgart staff** for such great hospitality. So that I don't get into trouble with our staff in the New Orleans field office, I should also point out that on my visit to their office last fall that their red beans rice was equally superb!



*Dave Ayers, ChampaignDanville Grain Inspection Departments, Inc.; Tom Dahl, Sioux City Inspection and Weighing Service Company; Dave Slater, Eastern Iowa Grain Inspection and Weighing Service, Inc.; Larry Kitchen, Missouri Department of Agriculture; Barry Hibbets, Enid Grain Inspection Company, Inc.; Clyde Steves, Stuttgart F/O; John Giler, Randall Jones, and Mark Fulmer, Lincoln Inspection Service, Inc.*



*Deputy Administrator Randall Jones presents 20-year service award to Sandra Metheny.*

While in Stuttgart, I presented **Sandra Metheny** with a certificate recognizing her 20 years of service to FGIS. **Sandra** is a scales specialist, a job that keeps her on the road constantly. Actually, the staff in the field office says that she only gets to the field about twice per year! We certainly appreciate her dedication to FGIS and providing service to our customers.

During the upcoming month, I very much look forward to meeting with our Union representatives. **Mr. Giler**, **John Good**, labor/management relations specialist, and **I** plan to spend a day with the Union to discuss and address important issues.

On June 24 and 25, the Grain Industry Advisory Committee will meet in St. Louis. You can look forward to my report on the meeting in the July *GIPSA News*.

Until next month, stay safe and remember “customer service” is what we are about.

# Travel Bits & Pieces

*Irene Omade, Washington, DC*

**Secure Flight Implementation.** In conjunction with the Secure Flight initiative, TSA is requiring travelers to have their middle initials printed on their boarding passes. When making reservations in GovTrip, ensure that your middle initial is stored in your profile prior to booking air reservations. USDA also requested that the following message be posted on GovTrip:

*Some travelers are being stopped by TSA because their ticket information does not have their middle initial. To help prevent this, please make sure GovTrip profiles are updated to include the travelers' middle initial.*

Please contact your travel arranger or **Rose Alexander** at 202-720-1033 if you need assistance.



## GIPSA Idea Hotline Update

*Norma Phelps, Washington, DC*

Here is the idea received on the GIPSA Idea Hotline during May. If you have questions about any ideas or the Hotline, please call me at 202-720-1017.

*Suggestor*

*Suggestion*

Jayne L. Ludwikoski,  
League City, Texas

Provide Cross Training to Better  
Utilize Employees

Keep those ideas coming in! Send your ideas to the GIPSA Idea Hotline via e-mail: [gipsa-ideas@usda.gov](mailto:gipsa-ideas@usda.gov); FAX to 202-720-1015; or telephone 800-455-3447 or 202-720-1013. **For more information on the hotline visit <http://ingipsa.usda.gov:8010/ideahotline/hotline.htm>. We encourage you to send ideas via fax or e-mail to reduce the possibility of transcription errors; however, ideas will be accepted regardless of the method you choose to use.**

# Issuances

*Terri Henry, Washington, DC*

- FGIS Directive 9180-61, "Official Calibrations for the Dickey-john GAC 2100 Moisture Meter," dated May 1, 2009
- FGIS Program Notice 09-13, "Standardization of Corn Only Carter Day Dockage Testers" dated May 4, 2009
- FGIS Directive 9180.76, "Inspection of Buckwheat," dated May 18, 2009
- FGIS Program Notice 09-15, "Sample Collection Responsibilities for Verifying the Accuracy of Moisture Meter Calibrations Crop Year 2009" dated May 22, 2009

## Regulatory Info

*Tess Butler, Washington, DC*

### Federal Register Publications

- Proposed Rule, "Scales; Accurate Weights, Repairs, Adjustments or Replacements After Inspection," published May 15, 2009

# Web 2.0

Tracy Gerke, Kansas City



In today's world we are always surrounded by buzz words. One of these is "Web 2.0". What does "Web 2.0" mean? No, it doesn't mean that there is a new version of the Internet that we are going to have to learn to navigate. Web 2.0, simply put, "refers to a perceived second generation of web development and design that facilitates communication, secure information sharing, interoperability, and collaboration on the World Wide Web." There are a number of Internet services that are already using some of this technology. Below, is a list of some of the most popular technologies in use.

☞ **YouTube** (<http://www.youtube.com>) – website that allows users to upload and share videos. Even though YouTube is known for allowing anyone to upload videos of just about anything, several media companies such as CBS, MGM, and Lionsgate Entertainment have embraced it as a way of streaming their shows and movies. Even the Queen of England uses YouTube. Additionally, U.S. government agencies are beginning to use YouTube channels and communities for information sharing and recruitment activities.

☞ **Facebook** (<http://www.facebook.com>) – a social-networking site. Users can join networks to interact with other people, create profiles and share updates with members who are in their "friends" network, and post pictures, blog entries (blogs are described later), and share other information with their "friends". Many companies, music artists, actors, and television shows are using Facebook to interact with their customers and fans.

☞ **Twitter** (<http://www.twitter.com>) – similar to Facebook except that it does not allow the two-way interaction that Facebook supports. It is a social-networking site that allows users to post profiles and send updates to "followers" that answer the question, "What are you doing?" This site is also being used by companies, music artists, actors, and television shows to update "followers" on what is going on in their company or on their show.

☞ **WIKI** (<http://www.wikipedia.com>) – A wiki "is a collection of Web pages designed to enable anyone with access to contribute or modify content, using a simplified markup language." This allows many people that are knowledgeable about a subject to collaborate and create a reference for that subject. The most popular wiki is Wikipedia, which is a collaborative encyclopedia.

☞ **Weblog (Blog)** (<http://www.blogspot.com>) – a web journal. It allows the "blogger" to write about whatever is on his/her mind. Many blogs focus on social or political issues that are happening, but others focus on art, photography, sketches, video, or audio.

☞ **Syndication** - "making web feeds available from a site in order to provide other people with a summary of the website's recently added content (for example, the latest news or forum posts). These provide a quick synopsis of what's new on a particular site and are usually put on other sites or sent out as RSS feeds (see below).

☞ **RSS Feeds** – "Really Simple Syndication." This is a format to publish frequently updated works like blog entries and news headlines. You must have an RSS reader to read the RSS feed. There are many available, including Microsoft Outlook.

☞ **Microsoft SharePoint** – a product used most commonly for team collaboration. It makes a website that teams can use to collaborate on projects or share information. It can incorporate many of the technologies mentioned above such as blogs, forums, wiki, and document sharing.

USDA is currently trying to use many of these technologies to communicate with our customers. As the USDA's Web 2.0 initiatives mature, GIPSA will be able to use these technologies to support the agency mission.

If you decide to use any of these technologies in your personal life, remember that anything that is put out on the Internet is there forever. Also, remember that some companies are searching sites such as YouTube and Facebook as part of their hiring processes to see if applicants have posted anything inappropriate.

# National Grain Center Update

*John Sharpe, National Grain Center*

Construction activities have stepped back up at the new National Grain Center. Contractors have begun grading and landscaping around the new building and begun installing main duct works.

GIPSA recently completed a thorough review of the initial architectural, electrical, and mechanical drawings from the owner's architect. In all, 75 pages of detailed drawings were reviewed from the position of the interior walls, fume hood ventilation, grain handling systems, and location of electrical outlets and their appropriate amperage to meet the need of the different instruments used throughout the building, producing 29 pages of comments.

Once the comments are incorporated, final bids are received for the interior work, and the General Services Administration (GSA) is satisfied the owner has met GSA's energy efficiency ratings, permitting and construction will begin.

The owner has stated that their current schedule is to have the new building ready for furniture installation in early October 2009, with occupancy about 2 weeks later. The upstairs existing building renovation is scheduled for completion in January 2010, and the downstairs renovation is scheduled for April 2010.



*The National Grain Center in Kansas City is taking shape.*

**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

# For Your Health

*Mavis Rogers, Washington, DC*

Many people carry enormous stress loads and they do not even realize it. We are all familiar with the word “stress.” Stress is synonymous with change. Anything that causes a change in your life can cause stress. It does not matter if it is a positive or negative change, they can both cause a stress response. Positive stress can help propel us into action. Negative stress can result in health problems such as high blood pressure, heart disease, and chronic migraines. Getting a promotion or being terminated can both cause stress. As far as your body is concerned, a change in your life is stress. Stress will help or hinder us depending on how we react to it.



According to the American Academy of Family Physicians, stress can cause health problems or make problems worse if you do not learn ways to deal with it. Be sure to talk with a qualified health professional if you think some of your symptoms are due to stress. It is important to make sure that your symptoms are not caused by other health problems. Symptoms of stress may include:

- Anxiety
- Depression
- High blood pressure
- Shortness of breath
- Weight gain or loss
- Back pain
- Fatigue
- Insomnia
- Stiff neck
- Constipation or diarrhea
- Headaches
- Problems with relationships
- Upset stomach

According to the American Academy of Family Physicians, the first step is to learn to recognize when you are feeling stressed. Early warning signs of stress include tension in your shoulders and neck or clenching your hands into fists. The next step is to choose a way to deal with your stress. One way is to avoid the event or thing that leads to your stress, but often this is not possible. A second way is to change how you react to stress. This is often the best way.

- Avoid caffeine, it increases the heart rate, anxiety, and adrenaline rush.
- Try cooperation instead of confrontation when frustrated with a co-worker.
- Schedule recreation. It is essential for good physical and mental health.
- Take a hot bath. The heat will reduce muscle tension.
- Delegate work to responsible co-workers.

There are different kinds of coping skills. Some are good and some are bad. The constructive coping mechanisms help to enhance us — they allow us to use stress towards something productive. Examples are exercise, reading, relaxing, cooking, playing, outdoor activities, listening to music and not worrying about things you cannot control (e.g., the weather).

The destructive coping mechanisms hinder us — not only are they negative health habits, they usually make us feel bad afterwards — this makes us more susceptible to stress. Examples are smoking, drinking, violence, and poor nutrition.

*Courtesy: Temple University Health and Safety Committee*

**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**  
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Washington, D.C. 20250-3614  
Phone (202) 720-5091  
FAX (202) 690-2333  
dana.b.stewart@usda.gov

**by June 25, 2009!**

**Retiring?** To be included on our email distribution list after you retire from GIPSA, please send your email address to [dana.b.stewart@usda.gov](mailto:dana.b.stewart@usda.gov).

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AND STOCKYARDS ADMINISTRATION  
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WASHINGTON, DC 20250-3601

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