



GIPSA News

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

September 2002

GIPSA Civil Rights Policy Statement

Donna Reifschneider



*Administrator
Donna Reifschneider*

As your Administrator, I am firmly committed to ensuring that GIPSA adheres to all Federal civil rights laws, regulations, rules, policies, and procedures. I fully support GIPSA's compliance with civil rights and equal employment opportunity for all employees regardless of age, color, disability, gender, national origin, race, religion, family, marital, or parental status, political beliefs, protected genetic information, or sexual orientation.

There is no principle more important. We must comply with every aspect of our Nation's

civil rights laws. To do otherwise is simply not acceptable and will not be tolerated.

All GIPSA employees, especially managers and supervisors, are expected to support and comply with the Secretary's Civil Rights Policy Statement and the principles underlying that statement.

Furthermore, I expect support for GIPSA's policy on Equal Employment Opportunity and for ensuring that the workplace is free of discrimination. All personnel practices, including recruitment, selection, training, promotion, and transfers are required to be free of discrimination. Reprisal of any kind will not be tolerated.

GIPSA will promptly pursue appropriate disciplinary action against any employee who engages in unlawful discrimination.

With your help and commitment, we can create a better workplace for all employees and an Agency that delivers programs and services fairly and with equality and integrity.

I look forward to fulfilling this vision — our goals — together.

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FGIS Information Technology Town Hall Meeting

**September 30, 2002
10:00 a.m. - 11:30 a.m.**

All FGIS headquarters personnel are invited to attend. All FGIS field offices will be connected to the meeting via teleconference. Further details to follow!

Names in the News

PERSONNEL

Welcome to **Greg Hawkins**, director, Information Staff, Washington, DC. **Greg** comes to GIPSA from FSA, where he directed the Field Services Branch of FSA's Public Affairs Staff. While at FSA, Greg served as the Communications Director for the National Food and Agriculture Council. In previous positions in USDA, he was the Field Operations Branch Chief for the Rural Development and Farmers Home Administration's Legislative and Public Information Staff. Prior to his service at USDA, Greg worked on Capitol Hill as a senior staffer for more than a dozen years.

Welcome to **Dr. Daniel Sullivan**, new chief of the Competition Branch, Washington, DC. **Dan** is an economist with solid credentials and experience conducting both research and investigations.

Welcome to **Nancy Chasse**, administrative assistant, Atlanta; **Brian Weiss**, administrative assistant, and **Myron Simmons**, legal instruments examiner, Denver; **Tom Schoelzel**, resident agent, Billings, MT.; and **Lowell Phelps**, resident agent, Columbus, NE.

Chuck Britton, Sacramento, **Jerry Kuseck**, Portland, and **Mohsen Younes**, Toledo, were selected to fill the newly established collateral duty positions with GIPSA's Office of International Affairs. The employees will be dispatched on long-term temporary assignment (3-4 months at a time) in Asia.

AWARDS

Willie Bickham, ACG, and **Henry Farley**, ACT, New Orleans received spot awards for "going the extra mile" to provide customer service.

Eric Jabs, summer intern, Field Management Division, Washington, D.C., received a spot award for displaying outstanding effort and initiative in completing projects and assignments in an exceptionally competent manner for the division.

Greg Jan, Toledo, received the 2002 Collateral Duty Safety and Health Officer Award for his many years of exemplary service and leadership in implementing the Toledo Field Office safety and health program. **Greg**, who was nominated by Field Office Manager **David Mundwiler**, took over Toledo's safety and health program 10 years ago and has turned it into a model.

Wanda Pittman, ACT, and **Wallace Martin**, ACG, New Orleans, received extra effort awards for superior performance of their dispatcher duties.

Interns **Valerie Ly** and **Idelisse Rodriguez**, Washington, DC, received extra effort awards for their recognized contributions while working for the Compliance Division this summer.

35-YEAR SERVICE AWARDS

Fred Kelley, Jr., Baltimore, MD

30-YEAR SERVICE AWARDS

Richard Blew, Kansas City, MO
Owen Ecker, Washington, DC
Donald Folk, Cedar Rapids, IA
Daniel Murphy, Kansas City, MO
Clyde Steves, Stuttgart, AR

25-YEAR SERVICE AWARDS

William Digdo, Baltimore, MD
Alan Heimsch, Stuttgart, AR
Robert Krouse, Kansas City, MO
Frederick Lindseth, Grand Forks, ND
Joel Menking, Corpus Christi, TX
Julia Nelis, Washington, DC
Vickie Rivers, Kansas City, MO
Virginia Roseberry, Washington, DC
Alan Wadyko, League City, TX

20-YEAR SERVICE AWARDS

William Kellon, Jonesboro, AR

15-YEAR SERVICE AWARDS

Cynthia Coco, Beaumont, TX
Ganga Murthy, Kansas City, MO
Gerald Raymond, New Orleans, LA

10-YEAR SERVICE AWARDS

Tammi Lindsey Butts, Washington, DC
Henry Jordan, Jr., New Orleans, LA

EEO/CR Issues and Concerns

Dawn Cowan, Washington, DC

The GIPSA EEO Advisory Committee is planning a meeting for September 24-26, 2002. Our meeting agenda is determined by you.

The Committee's goal is to address your EEO-related concerns and ideas. Please take this opportunity to suggest issues for the committee to address at the meeting. Feel free to

drop me a note: USDA, GIPSA, 1400 Independence Avenue, SW, Stop 3602 (Room 0623-S), Washington, D.C. 20250, or call me at 202-720-0218, fax number 202-690-0609, or email to dawn.m.cowan@usda.gov. Also, please provide us with possible recommendations and solutions to the issues or concerns raised.

The Advisory Committee was established to address the EEO, civil rights, and related concerns of all Agency employees and to make recommendations to the Administrator and her management staff. We will be covering a number of important issues during the week-long meeting.

The committee is composed of **Raymond Jones, Eddie Clark, James Woodard, Jan Hart, Krimy Almodovar, Durwood Helms**, and me. **Ray Lavine** is an alternate.

The committee is dedicated to serving your EEO needs. As your liaison, the committee will listen to your concerns, voice them to management, and follow through to strengthen the Agency's EEO/Civil Rights Program.

Barthel New Denver Supervisor

John Barthel became the regional supervisor for the Denver regional office on August 12, 2002. **Barthel** formerly served in the Atlanta regional office.

Deputy Administrator **JoAnn Waterfield**, in announcing **John's** appointment, said that the former assistant supervisor brings to his new job "an extraordinary understanding of the livestock and poultry industries from both a governmental and industry viewpoint." She continued "**Barthel's** management experience and training make him exceptionally well-qualified for his new position."

John completed a temporary assignment as acting regional supervisor for the Atlanta regional office during 2001 and has served that office as the assistant regional supervisor since 1999.

He began his P&SP career as a marketing specialist in the Springfield, IL, regional office in 1979. In 1983, he transferred to the Atlanta regional office where he later became the supervisory marketing specialist. After P&SP's 1998 reorganization, **John's** flexibility and industry knowledge allowed him to cross functional lines to become the trade practice supervisor and later resident agent supervisor.

John's livestock industry experience includes purebred cattle, commercial cow-calf, swine and sheep production in Kansas and Illinois. He graduated from Kansas State University with a B.S. degree in Animal Husbandry. **Barthel** completed the USDA Graduate School Leadership Development Academy's Executive Potential Program in 2001.

John's USDA career accomplishments have been recognized by numerous certificates of merit. He received the Administrator's Superior Award for outstanding contributions to the GIPSA mission in 2000. He also received a USDA Point of Light Award for volunteer efforts in youth soccer and at a homeless shelter.

John and his wife, **Debbie**, have been married for 29 years. They have two sons, **David** and **Steve**.

Issuance Info

Mack Manis, Washington, DC

NEW ISSUANCE

- **FGIS Program Notice 02-07**, Sampling River Barges — Non-Continuous Loading, dated August 12, 2002. (Distribution: A, C, E)

Please call me at telephone 202-720-0244, or send a fax to 202-720-4628, or e-mail to j.mack.manis@usda.gov if you have any concerns or suggestions.

Unusual Developments

Jay Mitchell, Washington, DC

Rapidly changing grain market conditions could lead to unusual trade patterns in the coming year that have the potential to impact the U.S. grain sector and GIPSA's operations. The prospect of tighter U.S. grain supplies as a result of smaller crops are already leading to significantly higher grain prices that make our exports less competitive on world markets, while making the United States a more attractive market for other exporters. On the export side, the August World Agricultural Supply and Demand Estimates (WASDE) already reported large cuts in projected U.S. grain and oilseed exports for the coming year.

On the import side, there are some new developments. Grain trade sources indicate that up to 300,000 metric tons (MT) (about 11 million bushels) of feed wheat may have already been bought by U.S. poultry and swine producers for import into the southeastern United States, and Sparks is reporting that the first 30,000 MT cargo of U.K. feed wheat is already booked for October shipment to North Carolina.

Trade sources have also reported up to 180,000 MT of Brazilian soybean meal purchases by the United States, with the first 35,000 MT cargo reported by Sparks to be slated for August delivery into the southeastern United States. At the same time, the Canadian Wheat Board has unofficially said that they will be shipping considerably less wheat into the United States this year due to their own short crop.

While all of the above is still mostly rumor and new crop supplies are uncertain until the crops are harvested, it is not too early to point out some of the potential implications for the U.S. grain sector and GIPSA's operations:

- 1) Lower grain exports are likely in all major U.S. ports, reducing GIPSA's revenues and having other staffing and logistical implications.
- 2) Smaller wheat imports from Canada would raise demand for domestic milling wheat and further reduce exportable supplies. If the replacement domestic milling wheat comes from the northern states, then even smaller wheat exports out of the Lakes are possible.
- 3) Any imports of feed wheat, soybean meal, or other feed grains into the southeastern United States would be extremely unusual and could lead to fewer domestic inspections in those areas (and possibly other parts of the country) due to much smaller crop expectations.

Your '03 Development Plan

*Rosemary Mayne,
Training Officer, Washington, DC*

The Individual Development Plan is a roadmap to help individuals reach career goals in the context of organizational objectives. Each year employees are offered the opportunity to reflect on their careers and discuss their developmental goals and accomplishments with their supervisor or Collateral Duty Training Officer (CDTO.)

Both the employee and supervisor have distinct responsibilities in developing plans. The employee initiates the process by drafting the initial plan; arranging meetings for assistance with the supervisor, CDTO, or Training Staff; meeting with the supervisor to finalize the plan; following through on the identified training and development; and keeping the supervisor updated of changes and progress. The supervisor is responsible for specifying the goals and technical skills needed for the employee's present job or for future positions; providing feedback; and communicating the Agency's needs and goals, foreseeable opportunities, and overall office and Agency direction. Funding for activities that relate to the Agency's mission depends on availability.

As an employee, decide whether you want to make a plan this year — assess your needs. Perhaps you want to review last year's IDP and build from there. For those who do not wish to develop an IDP this year, the statement on the form indicating that no further development is desired/required at this time needs to be marked. For those who opt to develop a plan, start the process!

You Are Your Password

Carol Remmers, Washington, DC

Remember the old saying, “You are what you eat”? Well, in today’s computerized world, you are your password. In the future, biometric devices (gadgets that recognize a unique feature of your body) may make the statement “You are your password” literally true. Fingerprint and retina scanners, and similar devices are entering the marketplace and can be linked to computers to provide positive identification of the user. Reportedly there are devices that can even read your lip prints, which are allegedly as individual as fingerprints. However, I doubt that many people want to kiss their computer good morning!

For the foreseeable future, though, we will continue to rely on traditional passwords — strings of letters and numbers known only to you. Passwords can be forgotten or hacked or — worse — written down and mislaid, but they are the best we have for now.

It is important to recognize the value of passwords. Some people think a password is just a bureaucratic hindrance. Those people may grudgingly comply with the requirement to use passwords but they won’t choose a good password or safeguard it well. That attitude isn’t very smart.

Passwords protect GIPSA information assets much like physical security measures protect GIPSA physical assets. You wouldn’t go off and leave your office unattended but

unlocked, would you? Someone might come in and steal valuable property. You could be held negligent if it was found that you hadn’t sensibly locked up when you left.

The same thing applies to passwords. They protect valuable data. In fact, data is often more valuable than the equipment used to process it. Protecting such valuable resources is only reasonable and prudent. But passwords do more than protect our employer. Passwords protect your own valuable work. You spend hours preparing reports and entering data to computer systems. Passwords help prevent others from accidentally or intentionally altering or destroying the results of your efforts. In other words, passwords are enlightened self-interest.

So how do you make passwords work for you? First, make sure your password is effective. In most cases, choosing the password is up to you. A good password isn’t difficult to create. All you need to do is keep in mind a few simple rules... Don’t choose something of personal significance. In other words, don’t use: your name or the name of someone close to you or a pet’s name; your address; your Social Security Number; your favorite hobby or pastime; your current or favorite vehicle name; organization or project acronyms; or any other information that is easily associated with you, your activities, or your preferences. And, don’t use any word found in common dictionar-

ies, regardless of the language. Password cracking programs compare passwords to dictionary words in an attempt to find a match.

OK, so those are the things you shouldn’t do. So what can you do to create a good password? Create a unique password by combining two or more words into something that you will easily remember. For example, “*4aGoGetter” or “Protection2Me” or “My/3!/Dogs”.

Another technique is to make up a phrase that you will readily remember and then use the first letter from each word in the phrase to develop your password. For example, the phrase “My security officer is sure I peachy guy!” (or gal). (Don’t you just love our modesty?) This results in the password “Msois1pg!”. Obviously you shouldn’t use any of the above examples as your actual password.

Good passwords are at least eight characters long and use a mix of letters (both upper and lower case), numbers, and special characters. Just avoid having a number at the beginning or end, to make password cracking more difficult. Use different passwords for your network access, e-mail, screen saver, and access to special applications.

Choosing an effective password really isn’t difficult. Nor is it hard to create one that you can easily remember. Both you and GIPSA will be better off for your effort.

For Your Health

Mavis Rogers, Washington, DC

Hidden Ways to Help Your Heart. The good news about heart disease, the number one killer, is that a healthy heart is within everyone's reach. You already know some of the rules: Consume less fat. Eat fruits and vegetables. Keep blood pressure and cholesterol levels in check. But there are more ways to boost heart health, including some you probably didn't know.

♥ **Don't skip breakfast.** Most heart attacks occur between 7 a.m. and noon. The reason for this is possibly because the cells that help blood to clot, called platelets, are stickiest at this time. Eating breakfast appears to make platelets less sticky and less likely to clump together and block a vital artery.

♥ **Cut sweets.** Sugar is not directly related to heart disease. But cutting back limits empty calories in your diet and helps leave room for heart-friendly fiber and nutrients.

♥ **Meet the B's.** You may have heard about the "antioxidants" -- vitamin C, E and beta-carotene which appear to slow plaque formation in the arteries. Now there is evidence that folic acid, a B vitamin, and vitamin B6 and B12 may help prevent heart attacks. You will get all three vitamins from a balanced diet.

♥ **Lighten up.** People who overreact to stressful situations appear more likely to have heart trouble. In one study, people whose blood pressure and heart rate jumped the most during frustrating tests were also most likely to have reduced blood flow to the heart.

♥ **Ask about aspirin.** Aspirin has been shown to protect the heart by preventing clot formation. But don't start taking aspirin regularly without your doctor's approval. Besides its many side effects like stomach irritation, long-term aspirin use may present other potential dangers like the risk of bleeding into the brain.

♥ **Quit smoking if you do.** Smoking doesn't just affect your lungs. The fact is, you will cut your risk of heart attack by 50 – 70 percent within five years if you quit smoking. At that point, ex-smokers have about the same risk of heart attack as people who never smoked.

♥ **Get off the couch.** Sedentary living, not high cholesterol, is the single biggest factor in heart attack deaths. But, you don't have to run marathons. Just 30 minutes of moderate physical activity three times a week delivers the benefits of regular exercise. So walk briskly. Climb stairs. Play actively with kids. Live longer.

Courtesy: TOPHEALTH the Health Promotion and Wellness Newsletter

FGIS Regulatory Management Info

Tess Butler, Washington, DC

FEDERAL REGISTER PUBLICATIONS

- Exceptions to Geographic Areas for Official Agencies Under the USGSA. Published July 3, 2002; comments due September 3, 2002.
- Facilitating the Marketing of U.S. Agricultural Products With New Testing and Process Verification Services. Published August 6, 2002.
- Review Inspection Requirements. Published on August 21, 2002; comments due October 21, 2002

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



GIPSA Idea Hotline Update

Norma Phelps, Washington, DC

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

Suggestor

Suggestion

Bruce Boor, Washington, DC	Notify Respondents When P&SP Complaints Are Finalized and Ready to Be Issued
Matthew Bass, Des Moines	P&S Should Include a Postage Paid Envelope With Correspondence Requiring Replies
Gayle Barnett, Des Moines	P&S Should Re-Examine the Issuance of Investigator ID's
Jill Ainsworth, Atlanta, GA	Purchase Fire-Proof Safes for Regional Offices to Store Backup Tapes
Robert Peterson, Vicki Kottke, Moscow, ID	Update the E-Mail Addresses in the About Us Section of the GIPSA Homepage

GIPSA Hotline Ideas Accepted and Approved for Implementation During August 2002

This list does not necessarily indicate that the idea was implemented as suggested or that it is currently in place (it could be in the development/implementation stage). To avoid the chance of misinterpretation, please call the Hotline if you have any concerns or questions regarding the following list of ideas.

- 👉 Allow All Headquarters Staff to Have Adobe Acrobat 5.0
- 👉 Update the E-Mail Addresses in the About Us Section of the GIPSA Homepage

Keep those ideas coming in! Send your ideas to the GIPSA Idea Hotline via e-mail: GIPSA-ideas@usda.gov; FAX to 202-720-1015; or telephone 800-455-3447 or 202-720-1013. **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.**

Travel Bits & Pieces

Peggy Smith, Washington, DC

Use of Travel Advances. According to Section 301-10.3 of the Federal Travel Regulations, an employee who has a Government Contractor-issued travel credit card can receive an advance of funds through an ATM withdrawal for the Meals and Incidental Expenses (M&IE) portion of the per diem rate for the location(s) to be visited multiplied by the number of official travel days authorized; and 100 percent of the Miscellaneous Expenses (out-of-pocket expenses for tolls, parking, taxis, etc.) authorized on the AD-202 Travel Authorization/Advance. An ATM withdrawal can only be obtained no earlier than 3 calendar days prior to departure and no later than the last day of travel. Withdrawals can be made anywhere at the traveler's convenience, either at the official duty station, the temporary duty station, or en route.

An employee who does not have a Government Contractor-issued travel credit card can request an advance of funds through the AD-202 Travel Authorization/Advance for 80 percent of the per diem rate (lodging plus M&IE) for the location(s) to be visited multiplied by the number of official travel days authorized; and 100 percent of the Miscellaneous Expenses (out-of-pocket expenses for tolls, parking, taxis, lodging taxes, etc.) authorized on the AD-202 Travel Authorization/Advance.

Why You Should Care about Diversity

Amy Van Skiver, Washington, DC

This month I wanted to touch on a topic most job seekers and hiring officials hate to talk about—diversity. I can just hear some of you groaning now. Hang on though, and don't tune me out yet—this is important stuff for all of us to consider as employees and as professionals held to a specific ethical standard. Diversity is more than a buzz-word, a “pie-in-the-sky” ideal, or those ubiquitous “hiring quotas” that everyone is sure exist, but no one seems to be able or willing to document. And the topic has greater implications than you might think.

Let's start with the basics. Work force projections suggest that work place diversity is only going to increase here in the United States and worldwide. Three minority groups—African Americans, Asians, and Hispanics—are projected to comprise more than 25 percent of the population in the United States, and 29 percent of work force entrants. American-born white men will drop from 46 percent in the mid 1990s to around 39 percent of the work force, U.S.-born white women will enter the work force at a rate three times that of white men.

Okay, so our workforce is going to get more diverse—so what? Here are a few reasons why you, as an employee, should care about diversity.

Prejudice and discrimination starts with an individual, and most of us do have stereotypes that we unwittingly or intentionally hold on to. As a result, we all contribute to the impression or reality of prejudice and discrimination

in every social situation we encounter. To be blunt, in a rapidly diversified work force, your failure to recognize and appropriately deal with your own stereotypes and the resulting prejudices you hold can be detrimental, and, in some cases suicidal, to your career or opportunities for advancement.

For example, imagine the reaction of a hiring official who is interviewing you for a position with his or her organization, if you were to talk about how your current boss, a lady, is “typical” in that she is too indecisive, and use that as your reason you are seeking other employment. Regardless of your country of origin, race, age, religion, gender (yes, even people of the same group can have prejudicial stereotypes about others in the same group), or any other grouping you might fit in, that hiring official may have good cause to pass over you for that job, even if you are fully qualified technically, because you have demonstrated that you probably wouldn't deal well with a diverse group of coworkers and superiors and you also demonstrated a lack of respect for authority. It does not matter whether your current boss is indecisive and female, or whether you truly hold the stereotype that all female superiors are indecisive, the fact is that you gave that hiring official reason to believe you are prejudiced, so unless you redeem yourself in further conversation during the interview or afterwards, he or she may look elsewhere to fill the position.

This is just one example of how prejudicial stereotypes you hold could

have detrimental effects on your career. There are others, like how you treat fellow coworkers on a work project, the items you post in your office (did you know that the Washington Redskins NFL Team paraphernalia is offensive to most American Indians?), and the jokes you tell about other groups (like those old “Polack” and “dumb blond” jokes), and the like. Do not allow a situation like this happen to you. Explore what stereotypes and prejudices you hold, admit them to yourself and other trusted mentors and friends, and set out to disprove them as you compare the stereotypes and prejudices you hold with real people and situations around you. The vast majority of stereotypes are easily seen as foolish when subjected to this test.

(From an article submitted by Amy Van Skiver for publication in the Nation's Capital Chapter, Institute of Management Accountants, August 2002 Kapitol Dome Newsletter. Amy currently serves in a volunteer position as Employment Director for that chapter.)

Employee Assistance Program

For confidential assistance,
call your Employee
Assistance Program

Washington, DC personnel, call...

301-570-3900

or 1-800-222-0364

Field personnel, call...

1-800-222-0364

Designation Renewals

Jan Hart, Washington, DC

GIPSA is granting new 3-year designations to six official agencies to provide domestic official inspection services under the authority of the U.S. Grain Standards Act. GIPSA is granting a 1-year designation to Grand Forks to provide domestic official inspection services. The agencies and the number of official inspections they provided during fiscal year 2001 are as follows: Aberdeen Grain Inspection, Inc. (73,992); Decatur Grain Inspection, Inc. (5,106); Grand Forks Grain Inspection Department, Inc. (76,629); Hastings Grain Inspection, Inc. (61,908); John R. McCrea Agency, Inc. (1,302); Missouri Department of Agriculture (27,372); South Carolina Department of Agriculture (799)

Official agencies provide domestic grain services on an official basis to the grain trade and related industries on behalf of FGIS. South Carolina is also delegated to provide mandatory export inspection and weighing services on FGIS' behalf.

ABERDEEN. Aberdeen operates in South Dakota and the southern part of North Dakota. Its headquarters specified service point (SSP) is in Aberdeen and it also operates a full-service SSP in Marion, SD. Aberdeen also has applicant-specific SSPs in Canton, Emery, Madison, Mitchell, and Parkston, SD. Aberdeen's market is predominantly wheat. The agency faces marketing challenges. Mixes of Hard Red Winter and Hard Red Spring are common, either as a "plant over" in the fields or intentionally blended in the elevators.

F. W. Haterschiedt founded Aberdeen in 1957. **Milbert Schick**, the only original board member still serving, has been President of the Board since the late 1960s. **Mike Hoelsing** started with Fremont Grain Inspection Department, Inc., in 1978, while attending the University of Nebraska. He worked with Lincoln Inspection Service, Inc., starting in 1982. He then transferred to Aberdeen in 1984, as the laboratory manager in Corson, SD, and was promoted to official agency manager in 1986. Aberdeen has 3 employees with a total of 93 years of service: **Al Lehr** with 41 years; **Vern Rempher** 30; and **Jesse Wagemann** 20.

DECATUR. Decatur operates in the central portion of Illinois, with its headquarters and only SSP located in Decatur, IL.

M. Garland started Decatur Grain Inspection under a State of Illinois appointment in 1898. **Leslie Jones** purchased Decatur in 1924, and it has been owned by the **Jones** family since that time. **Alice Stark** and **Tom Chappell** are the current owners. **Tom** started at Decatur as a sampler and technician in 1972, and was licensed less than a year later. He was promoted as official agency manager of 1982, when Decatur Grain Inspection split into official and unofficial corporations.

GRAND FORKS. Grand Forks serves customers in northeastern North Dakota, and in southern North Dakota, Minnesota, and Montana under the exception program. The headquarters SSP is in Grand Forks; full-time SSPs are in Devils Lake and

Taylor, ND; and applicant-specific SSPs are in Bisbee, Milton, and Sterling, ND. Since 1995, Grand Forks has added SSPs to provide service at shuttle train loading facilities.

Grain inspection started with **Tom Brown** around 1900. **Robert Bohlman**, owner and former official agency manager, started as a sampler for **Mr. Brown** around 1945, was licensed in 1950, and bought the company from **Mr. Brown** in 1966. Grand Forks Grain Inspection Department was designated in 1978. Grand Forks Grain Inspection, Inc., was incorporated in 1992. When **Mr. Bohlman's** son **Richard** took ownership, he formed Grand Forks Grain Inspection Department, Inc., a new corporation that was designated in 1996. **Richard**, the current official agency manager, went to work for Grand Forks in 1971, and took over management in 1995.

HASTINGS. Hastings serves central Nebraska. They have two full-time SSPs in Hastings and Grand Island. The applicant-specific SSPs are in Clarks, Enola, Grant, Hemmingford, Imperial, Lexington, and Shelton, NE. Hastings also has mobile labs in Albion, O'Neill, and Ord, NE. Hastings was designated in 1978. Originally, Hastings operated over a large area with two full-time SSPs and one onsite SSP. Now as noted above, they operate two fulltime, seven onsite, and three mobile SSPs.

*Continued, see Designations
on page 10.*

Designations, from page 9.

Hastings was started by **George Ripley** as the Grand Forks Chamber of Commerce Grain Inspection, Inc. in 1926. **Ted Hoelck** as hired by **Ripley** in 1947. Hastings incorporated in 1959, and in 1965, **Mr. Ripley** rewarded his long-time employee with ownership of the inspection business. Hastings has a history of very experienced employees. **Ted**, manager, is the veteran, with 55 years, followed by **Vern Hartman** with 42 years, and **Pat Willey** with 41 years. Ted's wife **Nadean** is a partner and interior decorator for all the facilities. Son **Greg**, president/general manager, joined the family business in 1971, and daughter **Annabet Hoelck Foster**, Grand Island SSP manager, came to work in 1976.

McCREA. McCrea operates in western Illinois and eastern Iowa, and is headquartered in Clinton, IA. The headquarters has remained at the same location since 1946, with the exception of a 5-year move to Fulton, IL, during the 1980s.

John C. McCrea started the agency 84 years ago, and worked every day until his death in 1971. His son, **J. R.**, became a licensed inspector in 1946, and after a stint in the Armed Forces, gradually took over the chief inspector duties in the late 1960s. McCrea was designated in 1978, and incorporated in 1990. **J. R. McCrea** still likes to stay involved, although his daughter, **Jill Lutz Bielema**, was recently promoted to manager. **Jill** started in 1979 as a sampler, and was licensed as an inspector in 1982. Her 4-year old son

is not yet committed to continuing the family business.

MISSOURI. Missouri serves the whole state of Missouri. Headquartered in Jefferson City, they operate five full-service SSP's, located in Kansas City, Laddonia, Marshall, New Madrid, and St. Joseph. There also have applicant-specific SSPs, at Marston, St. Joseph, and Carrollton. The first Missouri grain inspection and weighing law was implemented in 1889, under the Railroad and Warehouse Commission. In 1913, a new grain inspection law was passed, and inspection offices opened in Kansas City, St. Louis, and St. Joseph.

Director **Lowell Mohler** grew up on his family's farm near Oregon, MO, and graduated with an agriculture degree from Missouri University. He has worked with the National Livestock and Meat Board, the Kansas State Board of Agriculture, and was chief administrator and corporate secretary of the Missouri Farm Bureau for 26 years. **Mohler** and wife **Jo Ann** live on a 200-acre farm near Jefferson City.

Richard Kaiser became interim director of Missouri's Division of Grain Inspection and Warehousing in February 2001. He has an accounting degree from Lincoln University, was a senior auditor with the U.S. Army Audit Agency, and worked 20 years with Missouri's Audit Office.

Larry Kitchen began his career with Missouri in 1972 as a sampler and technician in Sikeston, became a licensed inspector, was named Sikeston's SSP manager in 1986, and

served as St. Louis' SSP manager until 1995, when he was promoted to eastern regional program administrator. **Mr. Kitchen** became compliance coordinator in 2000, and program administrator for Missouri's Grain Division in 2001. **Larry**, spouse **Cathy**, and two children live in St. Louis.

SOUTH CAROLINA. South Carolina serves all of South Carolina. Headquartered in Columbia, it operates an export SSP and a truck laboratory in North Charleston. South Carolina was delegated to perform export inspections in 1976 and was designated in 1978. In 1963, South Carolina inspected the first shipment of grain exported from Charleston in over 100 years.

Leslie Tindal became agriculture commissioner in 1982. He is past president of the National Association of State Departments of Agriculture, current chair of NASDA's Agriculture Research Task Force, and was secretary and president of the American Soybean Association and a member of the USDA's Agriculture Policy Advisory Committee. **Tindal** was president of the South Carolina Crop Improvement, South Carolina Cattlemen, South Carolina Seedsmen, and South Carolina Soybean Associations, past president of his County Farm Bureau, and on the Board of Trustees of Clemson University. He and his wife, **May**, have four children and eight grandchildren and remain deeply involved in their farm which has been in the **Tindal** family for over 200 years.

Happy Labor Day!

Deborah Shipman, Washington, DC

Labor Day was recognized an official national legal holiday by Congress in 1894 and for more than 100 years has been a celebration of the working class in the United States, Canada, and other industrialized nations. It is a day dedicated to honoring the social and economic achievements of American workers and their contributions to the strength and prosperity of our country. Unofficially, it is a day that most Americans end their summer festivities.

The first Labor Day holiday was celebrated on Tuesday, September 5, 1882, in New York City, in accordance with the plans of the Central Labor Union. The Central Labor Union held its second Labor Day holiday just a year later, on September 5, 1883.

In 1884, the first Monday in September was selected as the holiday, as originally proposed, and the Central Labor Union urged similar organizations in other cities to follow the example of New York and celebrate a "workingmen's holiday" on that date. The idea spread with the growth of labor organizations, and in 1885 Labor Day was celebrated in many industrial centers of the country.

America's labor force helped this Nation achieve "the highest standard of living and the greatest production the world has ever known and has brought us closer to the realization of our traditional ideals of economic and political democracy. It is appropriate, therefore, that the nation pay tribute on Labor Day to the creator of so much of the nation's strength, freedom, and leadership — the American worker." (*Source: www.dol.gov/opa/aboutdol/laborday.htm*)

Mammoth Cave Consent Decision

USDA has entered a consent decision against Mammoth Cave Dairy Auction, Inc, Kenneth F. Deputy, and Michael Allen Hatcher (Mammoth). Mammoth of Smiths Grove, Ky. is a posted stockyard and market agency subject to the provisions of the Packers and Stockyards Act and regulations.

The consent decision orders Mammoth Cave Dairy Auction, Inc., Kenneth F. Deputy and Michael Alan Hatcher to stop violating the Packers and Stockyards Act and regulations. Additionally, Mammoth Cave Dairy Auction, Inc. was suspended as a registrant for 21 days. Kenneth Deputy shall not be registered as a dealer or market agency during the period of suspension imposed on Mammoth Cave Dairy Auction, Inc. Deputy and the corporation were assessed a civil penalty of \$30,000.

Michael Allen Hatcher was suspended as a registrant for a period of 35 days, and is not allowed to be employed by Mammoth Cave Dairy, Inc. during his suspension. Hatcher was assessed a civil penalty of \$66,000.

New on the Web

■ Process Verification Program

www.usda.gov/gipsa/programsfgis/inspwgh/processver/processver.htm

■ Information on Packers and Stockyards Act Requirements Relating to the Lamb Promotion, Research, and Information Order

www.usda.gov/gipsa/newsroom/backgrounders/b-lambassess.htm

■ Assessment of the Cattle and Hog Industries, Calendar Year 2001

<http://www.usda.gov/gipsa/pubs/01assessment/contents.htm>

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:

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by September 25, 2002!

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