



GIPSA *NEWS*

THE NEWSLETTER OF THE EMPLOYEES OF THE GRAIN
INSPECTION, PACKERS AND STOCKYARDS
ADMINISTRATION

MAY 2013

All Employee GIPSA Town Hall Meeting was a Success Because of You!

Larry Mitchell, Washington, DC

Last month we held an All GIPSA Town Hall meeting and its success was because of the work of many dedicated, talented, professional, and hard working people. Of course I owe a debt of gratitude for all of those that planned the event, facilitated the event, as well as made presentations at the event. But the folks I want to recognize for making it a success are all of GIPSA's employees – each and every one of you who took the time out of your busy schedules to participate.

The meeting was months in the planning and if you thought that the inclusion of GIPSA's entire field staff was a last minute change, you are correct. We initially wanted to do an all-employee meeting, but we were hampered by tight and uncertain budgets as well as a few technological hurdles. So, we had agreed to hold a D.C. only meeting. But with less than a week before the planned meeting, we found a few extra dollars in the budget due the certainty of the continuing resolution signed by the President in late March. We then worked closely with our (soon to be at that time) new Chief Information Officer, Dan Knight, who found the solutions to our technology challenges.

I was reminded of your dedication during the question and answer portion of our meeting. Following the third year of a federal pay freeze and a serious threat of furloughs due to the sequestration cuts to our funding, there was only one question focused on salaries and furloughs. The balance of your questions focused mainly upon information technology, which tells me that even during these challenging times, you are more focused on the tools you use daily to fulfill GIPSA's mission than you are about your own financial challenges.

I certainly understand that the event did not go off flawlessly and if any of you were unable to be a part of the event because of our last minute haste to include everyone around the nation, please accept my apologies. We have already started planning our next all employee meeting including a random survey of many of you. Thank you to those of you that have answered the survey and other of you who have sent along your observations and suggestions as they will be very helpful. The next all employee meeting will be an even bigger success with earlier notification, improved and expanded subject matter, better connectivity and better participation.

Let us all give a shout-out to **Dexter Thomas, Dan Knight, Idelisse Rodriguez, Caroline Thorpe, Marianne Plaus, Eli Salahuddin, John Pitchford, Under Secretary Avalos** and MRP Chief of Staff **Elvis Cordova**. I want to personally give a shout-out to all of you because you cannot have an all employee meeting without all of the employees.



Administrator Larry Mitchell speaking at All Employee Town Hall Meeting

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FGIS Matters...!

Randall Jones, Washington, DC

As we moved into spring, grain movements in the market continue to decline in both the domestic and export markets. Soybean exports continue to constitute the bulk of our export inspection work with corn exports reaching record lows. It appears that we are headed to the lowest level of grain exports in more than 30 years which will continue to decrease our revenue and severely strain our trust fund.

On May 1, we implemented new fees for export grain inspection and weighing services which constituted the first change in these fees since 2004. Our fees are structured such that revenue is derived primarily from two sources: hourly charges for services rendered at export labs and tonnage fees that are designed to cover the costs of field offices and national costs to administer and manage the export program. Approximately 75 percent of the costs of the export program are related to grain export labs, with the remaining 25 percent of the costs equally divided between Field Office and national costs.

While the fee changes that are effective May 1, will provide some additional revenue, this revenue will not be sufficient to cover the reduction in revenue resulting from the decrease in tonnage fees. The tonnage fees are calculated on the amount of grain exported; so consequently, when exports drop precipitously as they have last year and again this year, the revenue declines as well.

In fiscal year 2012, we were able to reduce costs for the export program in the amount of \$2.3 million which is a testament to the hard work of every FGIS team member. However, even with these reductions in costs, the export account still experienced a net loss of \$6.1 million. Unfortunately, this year is proving to be another challenge with anticipated revenue this year of \$27.0 million as compared to \$28.2 million in FY12 and \$37.7 in FY11. I have challenged each manager and supervisor to work with their staffs to find ways to deliver our services more efficiently and continue to look for ways to minimize and reduce costs. We can never lose sight of the needs of our stakeholders and must continue to always provide consistent, high quality services in an efficient and economical manner.

In League City, New Orleans, and Portland Field Offic-

es, **Dave Grady**, **Kerry Petite** and **Tom Steele** and their management teams are working closely with the Union leaders to implement and utilize tours of duty that will provide flexibility in light of the reduced workload. It is critical for the long term success of our Program that we respond to the reduced workload by utilizing our staff efficiently. Change is never easy and will certainly require a team effort for us to be successful in these most challenging of times.

Speaking of challenging times, the Pacific Northwest grain exporters and the International Longshore and Warehouse Union (ILWU) are continuing to struggle to reach new contract agreements. The ILWU provides many of the services for grain exporters in Washington and Oregon and a number of the contracts between the ILWU and the exporters have expired. First, at United Grain in Vancouver, Washington, and just recently at Columbia Grain in Portland, Oregon, the grain exporters have locked-out the ILWU and are not allowing them to work. In Washington, employees of the Washington State Department of Agriculture continue to provide the export inspection and weighing services while FGIS provides the export services in Portland. In situations such as these, emotions run high and with picket lines established at the gates of these facilities, safety of our staff is our primary concern. We have put procedures in place that will ensure the safe passage to and from the export facilities and will continue to focus on the safety of the FGIS staff who are needed at these facilities to weigh and inspect the outbound grain.

It is important to remember that as Federal employees, we cannot take sides in these disputes between exporters and the ILWU and that we are required to honor our duty to provide export inspection and weighing services. I have complete confidence that the Portland Field Office management team led by **Tom Steele** will take



"We initiated a Pilot Program in New Orleans that will allow us to gain critical information regarding the high quality work performed by our grain inspectors."

FGIS Matters...! *from page 2*

every possible step necessary to ensure that our team members are provided safe passage to and from export terminals.

On a more positive note, we just finished up a very successful meeting with the American Association of Grain Inspection and Weighing Agencies (AAGIWA). On Monday afternoon, the FGIS managers were available to all Official Agencies for private consultations to address any concerns or issues they may have. These one-on-one sessions have proven over the years to be a very productive tool in resolving and avoiding issues and allow us to build positive relationships with our valued partners – the Official Agencies. On Tuesday morning and continuing through the afternoon, AAGIWA allowed us the opportunity to monopolize the meeting and provide more than four hours of updates and information related to critical service delivery issues and ongoing Program initiatives.

I am particularly excited about an initiative that just started on May 1. Under the leadership of **Bob Lijewski**, Director, Field Management Division, and **Tom O'Connor**, Director, Quality Assurance and Compliance Division, we initiated a Pilot Program in New Orleans that will allow us to gain critical information regarding the high quality work performed by our grain inspectors. Shortly after joining FGIS in the summer of 2008, we had a huge corn crop in 2009 that was not of the quality to which we are accustomed. In the spring of 2010, we began to see corn moving to export containing with higher levels of damage than is typical. The exporters began to express concern regarding our ability to accurately measure the damage and before the summer of 2010 concluded, the grain exporters contacted the Secretary of Agriculture and claimed that our inability to accurately measure damage had caused harm to the exporters, handlers and producers of U.S. grain. While we certainly did not agree with this claim, we found that we were not positioned as well as we might have been to respond to these allegations. In short, we needed better data to show that our inspectors were in fact performing at a very high level and consistently and accurately provided certificates of the highest quality. Ultimately, we were able to work with the managers and inspectors in the New Orleans circuit as well as the Board of Appeals and Review in Kansas City circuit to gather data that in fact showed - as we had stated all along – the certificates issued were accurate and corn damage was measured accurately.

However, this experience showed that we needed to make improvements in the manner in which we monitor and measure our inspection work which has led us to the Pilot Program began on May 1. Under the Pilot Program, the separations for each inspector for each inspection will be maintained for one week at which time one inspection for each inspector will be chosen at random for review by **George Banks**, Quality Assurance Manager, and his Quality Assurance Team. The results of the reviews will be maintained and promptly relayed to the inspector. At the conclusion of the Pilot Program in September of this year, we will have one review for each inspector for each week during which the inspector picked grain. I am confident that by the end of September, we will see the beginning of a new system that fully displays the talents of our inspectors which are the backbone and foundation of our Program.

I want to thank **Eric Jabs**, Chief, Quality Assurance and Compliance Division, who has the effort to create this Pilot Program. Also, I want to acknowledge our team members in New Orleans who will be charged with implementing this Pilot Program. As the Pilot Program progresses, we will constantly monitor and assess the results and make any needed changes. I look forward to providing you updates as this critical initiative progresses.

May 1, has proven to be a very busy date for us as the Technology and Science Division, under the leadership of **Mary Coffey Alonzo**, Director, transitioned 58 crops to the new moisture meter. This was a momentous occasion for everyone involved as the UGMA-Compatible moisture meters are now utilized for all 62 grains in the official system. This particular project has been years in the making and special recognition is warranted for **Dr. Dave Funk**, Chief Scientist, and **Dr. Zoltan Gillay**, visiting scientist from the Corvinus University, Budapest, Hungary, for their dedication and tireless efforts of the past years. Without **Dave, Zoltan**, and their team, we would not have the UGMA-Compatible moisture meters and we would not be able to provide this advanced technology to the grain industry. We can all be very proud of the Technology and Science Division work and the support that they provide to the official inspection service on a daily basis.

Until next time, keep up the good work and stay safe!

Names in the News

Personnel

Jorge Vazquez has been selected as the new Program Coordinator/Quality Assurance Specialist for the West Sacramento, California Duty Point.

Kendra Kline has been selected as Shift Supervisor/ Quality Assurance Specialist in the FGIS Toledo Field Office.

Barry Gomoll has been selected as Shift Supervisor in the FGIS Toledo Field Office.

A Shout-Out Goes to...

- ◆ A timely shout-out goes to **Tim Johnson, Deborah Edwards, Heather Schlecht, Glenda Lasseigne, Marsha Schwartz, Kristen Pirtle, Randy Lunning, Martha Carver, Pamela Lake, Penelope Kilbride** and **Amanda Tucker** for assisting MBS in reporting completion of performance appraisals.
- ◆ A special shout-out goes to all participants of the Leadership Training Program (LTP) for completing their project reports:

◆ Jennifer Hill	◆ Valerie Collins	◆ Jacob Thein	◆ Susan McBryde
◆ Marc Marullo	◆ Adel Ibrahim	◆ Rose Fremin	◆ Wayne Basford
◆ Andrew Greenfield	◆ Justin Ham	◆ Barry Gomoll	◆ Levi Pekins
◆ Ceneda Trufant	◆ Gregory Zieber	◆ Jason Jordan	◆ Jackie Crull
◆ Charles Guidry	◆ Cheryl Taylor	◆ Jennifer Helber	◆ Julie Shamblin
◆ Ryan Montgomery	◆ Douglas Neesen	◆ Jorge Vazquez	
- ◆ A thankful shout-out goes to **Jennifer Weiland, Jennifer Hill, Eli Salahuddin, Ty Luckey, Linda Alston, Jeana Harbison, Ana Alvarado,** and **Megan Flynn** for volunteering to manage GIPSA's booth at the USDA's Bring your Daughter/Son to Work Day and Earth Day celebration.



GIPSA's booth at USDA's Bring Your Daughter/Son to Work Day and Earth Day



GIPSA Cultural Transformation: The Next Step

Jennifer Hill, Washington, DC

“Cultural Transformation is the process of creating a workplace where all employees and customers are treated with dignity and respect, and provided the opportunity for success....The goal of Cultural Transformation is to get everyone at USDA – from the Under Secretaries to employees at every grade level, in every location – to work to ensure USDA is a place where there’s equity of opportunity for all employees and everyone who works here is empowered to reach their full potential. Only then can USDA provide its customers with exceptional service in an equitable manner.”

-Tom Vilsack

Secretary of Agriculture

Since its beginning, USDA’s Cultural Transformation (CT) initiative has sought to transform USDA into a premier workplace that is welcoming to employees and customers of varied backgrounds and social situations. In an effort to reach this goal, all USDA agencies have developed action plans to focus on specific areas of needed improvement based on the 2012 Federal Employee Viewpoint Survey (FEVS) and other metrics. These plans call for strategies related to the following CT pillars:

- ◆ *Leadership and Communication*
- ◆ *Talent Management*
- ◆ *Diversity and Inclusion*
- ◆ *Customer Focus and Community Outreach*
- ◆ *Employee Development*
- ◆ *Recruitment and Retention*
- ◆ *Process Improvement*
- ◆ *Labor Relations Partnership*

GIPSA just completed revising our action plan, and it will appear on the CT section of *inGIPSA* in early May.

To continue support for the CT initiative, GIPSA managers assigned a project on Cultural Barriers to one of the four 2012 Leadership Training Program (LTP) teams. The members (**Ryan Montgomery** (WRO), **Jennifer Helber** (TSD), **Jorge Vazquez** (League City), and **Greg Zieber** (Toledo), compared GIPSA’s FEVS results to those of other successful organizations and are interviewing them to see where we can learn from their success. Their conclusions will be presented to management on May 23.

Cultural Transformation takes the efforts of everyone. It’s not something that managers or employees can achieve alone. It takes everyone leading with their best foot forward to improve the agency.

The 2013 FEVS was distributed in early May. We encourage you to complete the survey to share your thoughts about the agency. Your opinion matters, and you can help bring about positive change.

Help Influence Change!

Complete the
2013 Federal Employee Viewpoint Survey

- ⇒ You are allowed to fill out the survey during official time.
- ⇒ Your responses are confidential.
- ⇒ This is your opportunity to let management know what areas need improvement.
- ⇒ If enough people state the same issues, management will pay attention.



New Entity Orientation Module for P&SP

Kari McPherson, Pierre, SD and Marilyn Gallagher, Longview, TX

A new regulatory module was added to Enterprise Content Management (ECM) for conducting New Entity Orientations. This module is used to help provide new entities an overview of the Act and regulations, requirements of Packers and Stockyards Program (P&SP), bond information, Annual Reports requirements, and to collect information on the new entities' business operations. The module includes sections for markets, packers, and livestock dealers.

A Change Request (CR) submitted to P&SP's CCWG team was the initial step in the process to implementing the module. The New Entity Orientations module was approved by PMT in November 2012, and was then sent to P&SP's Weighing and Grading Technical Team for additional language for scale test requirements. A big thank you to team members **Cam Anderson** (Resident Agent-Western Regional Office), **Steve Golus** (Resident Agent-Midwestern Regional Office), **Michael Meadows** (Marketing Specialist-Eastern Regional Office), and **Amy Blechinger** (Program Analyst-Policy and Litigation Division) for getting the module ready to use!

FGIS Portland Participates in Safety Day

Cleve Ellis, Portland, OR

LD Commodities (formally known as LDC in Portland) held their first annual Safety Day to promote safety awareness at their Portland Oregon export facility. The LD Commodities grain elevator is uniquely located; its only access is gained by crossing two busy main railroad lines that are often blocked. This prompted FGIS personnel to question what emergency procedures are in place in the event of a derailed train carrying hazardous chemical and or biological/radiological materials, which are routinely carried on the tracks past the elevator on a daily basis.

To address this concern, LD Commodities contacted the Multnomah County Sheriffs Marine Patrol and the Coast Guard which conducted a simulated water evacuation from the docks and a cold water rescue. They also explained general water safety and the importance of proper approved lifejackets and hypothermia. In addition, the Portland Fire Bureau had three fire engines on site to conduct a demonstration of a bintop rescue off the top of the grain silos using an escorted litter drop.

FGIS employee **Cleve Ellis** gave a presentation on "Sheltering in Place" in the event of an airborne hazard that would prevent evacuation and would require personnel to secure themselves in a interior room with all doors, windows, and vents sealed off from the outside air. Having pre-cut sheet plastic for doors and windows, duct tape, and emergency contact info is essential when time is critical to your survival. Sheltering in Place is a emergency plan that should be considered for personal home survival if you live in an area where airborne hazards are a possibility.



Demonstration of a bintop rescue off the top of a grain silos using an escorted litter drop.



Cleve Ellis presenting during Safety Day.

LGBT Heroes

Stephanie Feinberg, Washington, DC

In June 2009, President Obama declared June as the “Lesbian, Gay, Bisexual, and Transgender (LGBT) Pride Month.” As with many special emphasis months, the purpose of the LGBT Pride Month is to recognize the impact and contributions that lesbian, gay, bisexual and transgender individuals have had on history locally, nationally, and internationally.

This month celebrates all those who stand up for achieving equal rights for the LGBT community. Not only does this include famous advocates such as Harvey Milk, Sir Elton John, Billy Jean King, and others but the unsung heroes in the LGBT community. In 2012, President Obama spoke of these unsung heroes including:

“The young people who came out as gay and transgender to their parents, not knowing what to expect. The two moms or two dads who went to an open house for a PTA meeting, not knowing how they’d be received. The couple that got married, even if their bosses or neighbors wouldn’t approve -- at least not right away.”

(See video at <http://www.whitehouse.gov/photos-and-video/video/2012/06/01/president-obama-celebrates-pride-month>)

This year the USDA celebrates the LGBT Pride month by celebrating all the “LGBT Heroes” with its pride observance on **Thursday, June 6, 2013, at 10:00 am EST in the Jefferson Auditorium** at the South Building in Washington, DC. The guest speakers are farmers, Josh Kilmer-Purcell and Dr. Brent Ridge, otherwise known as The Fabulous Beekman Boys, as featured on The Cooking Channel. The Beekman Boys are partners who left their homes in New York City to start Beekman Farm in up-state New York five years ago. Now, they have a hit TV show on the Cooking Channel, bestselling books, product lines in leading retailers, a massive social following, and a James Beard nominated lifestyle website. Earlier this year, they won \$1 Million dollars on CBS’ The Amazing Race, in which they beat ten other teams on a race around the world.

More on the USDA LGBT Special Emphasis Program....

Four years ago, Secretary Tom Vilsack officially recognized USDA’s lesbian, gay, bisexual, and transgender

(LGBT) employees through the establishment of a LGBT Special Emphasis Program (SEP). USDA prides itself for providing an inclusive and safe environment for all employees, including LGBT workers. The Department has been cited by the Office of Personnel Management as a model for other Federal agencies when it comes to our diversity and inclusion efforts, including our LGBT SEP.

LGBT workplace protections for some LGBT employees have advanced since USDA’s 2012 Pride Observance. Last year, the Equal Employment Opportunity Commission (EEOC) issued a ruling that an employer who discriminates against an employee or applicant on the basis of one’s gender identity violates Title VII of the Civil Rights Act of 1964’s prohibition on sex discrimination. This means that for the first time, federal employees who believe they have been discriminated against because of their gender identity or for being transgender have an avenue for bringing a complaint. The EEOC decision was issued unanimously by the bipartisan commission.

Creating and maintaining a safe work environment for all employees makes everyone more productive. Research demonstrates that an inclusive and tolerant work environment for LGBT employees is conducive to productivity and provides them with a better overall work experience.

How can USDA employees create a safe environment for all employees? First, we can acknowledge that we all have biases, but as USDA employees, we all agree to abide by the same set of personnel rules and regulations. Another thing we can do is be a role model to others by encouraging tolerance and being vocal in opposing prejudice, no matter what form it takes. If you have questions about USDA’s LGBT Special Emphasis Program or you would like to be added to USDA’s LGBT Workplace Information mailing list, please email

Perry.Stevens@dm.usda.gov.

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 Civil Rights Staff at 202-690-3640

GIPSA Training and Development Options

Caroline Thorpe, Washington, DC

GIPSA Training is in the process of moving forward with a number of activities such as Individual Development Plans, Mentoring Program, and the biennial 360 FGIS supervisory and management survey. Details follow below:

⇒ **IDPs:** This is a reminder that IDPs are due June 18, 2013, for more information visit the training website at: <https://ingipsa.gipsa.usda.gov/training.aspx> . Scroll over to the left column and under "Employee Resources," click on "Training," then scroll down to the bottom of the page to find "Individual Development Plans"

To identify training and development, it must be relevant to you and your position in GIPSA, to the organization's objectives if it to be put on your IDP. In thinking about your career and developmental goals, specificity is key. What are you trying to change (e.g, written grammar or briefing skills). You may need to break your learning into separate parts (e.g, if grammar, sentences, paragraphs, thesis statements). Once you have identified a purpose, goals and have a reliable source (e.g., on-line training, expert, book) for your learning experience, remember that practicing multiple times and learning from different sources can help you retain the information you need. A classroom training session or webinar that is followed by an online course can increase your retention by up to 50 percent, so can reviewing your notes. Also, most skills, up to 70 percent are acquired on the job so only a relatively small amount of total learning is usually done in the classroom.

⇒ **Mentoring:** GIPSA will be rolling out a mentoring program in the next month that will be open to all employees. Stay tuned.

⇒ **360:** FGIS will be conducting a 360 survey of supervisors, management and executives this spring and summer. With management's support, GIPSA training is in the process of working with the Virtual University to rollout an AgLearn 360 survey that was piloted in APHIS. Some adjustments have been made to better reflect the skill needs of agency leadership.

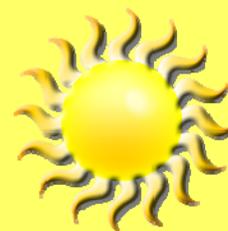
Mandated Training

Training

- ◆ Ethics Training (All Employees)
- ◆ Diversity on the Job (All Employees)
- ◆ Workplace Harassment (All Employees)
- ◆ "USDA USERRA 2010 or (All Supervisors and Managers)
- ◆ "Veteran Employment Training for Federal Hiring Managers"

Due

June 30, 2013
 July 31, 2013
 September 30, 2013
 July 31, 2013



GIPSA Idea Hotline

GIPSA Idea Hotline is open for business.

Please send your suggestions or ideas to

GIPSA-Ideas@usda.gov; fax them to 202-690-2173; or

telephone them to 1-800-455-3447 or 202-720-7045. It is best to send them via fax or email to reduce the possibility of transcription errors; however, ideas will be accepted regardless of the method of transmission.



Issuance Report

Terri Henry, Washington, DC

- ◆ FGIS Directive 4790.3, Personal Protective Equipment and Safety Equipment, dated April 11, 2013
- ◆ FGIS Directive 9180.74, Service Fees and Billing Codes, dated May 1, 2013
- ◆ FGIS Directive 9180.61, Official Moisture Calibrations for Unified Grain Moisture Algorithm Compatible Meters, dated May 1, 2013
- ◆ FGIS Program Notice 13-07, "Transition to New Fee Schedule Beginning May 1, 2013
- ◆ FGIS Directives as follows, all dated May 1, 2013:
 - ◆ 9180-42 – Inspection of Rapeseed <http://www.gipsa.usda.gov/Lawsandregs/directives/9180-42.pdf>
 - ◆ 9180-51 – Inspection of Confectionary Sunflower Seeds <http://www.gipsa.usda.gov/Lawsandregs/directives/9180-51.pdf>
 - ◆ 9180-52 – Inspection of Mustard Seed <http://www.gipsa.usda.gov/Lawsandregs/directives/9180-52.pdf>
 - ◆ 9180-53 – Inspection of Safflower Seed <http://www.gipsa.usda.gov/Lawsandregs/directives/9180-53.pdf>
 - ◆ 9180-60 – Inspection of Khorasan <http://www.gipsa.usda.gov/Lawsandregs/directives/9180-60.pdf>
 - ◆ 9180-63 – Inspection of Hullless Oats <http://www.gipsa.usda.gov/Lawsandregs/directives/9180-63.pdf>
 - ◆ 9180-64 – Inspection of Popcorn <http://www.gipsa.usda.gov/Lawsandregs/directives/9180-64.pdf>
 - ◆ 9180-65 – Inspection of Hullless Barley <http://www.gipsa.usda.gov/Lawsandregs/directives/9180-65.pdf>
 - ◆ 9180-69 – Inspection of Whole Buckwheat Groats Purchased by the Farm Service Agency <http://www.gipsa.usda.gov/Lawsandregs/directives/9180-69.pdf>
 - ◆ 9180-70 – Inspection of Cracked Corn <http://www.gipsa.usda.gov/Lawsandregs/directives/9180-70.pdf>
 - ◆ 9180-76 – Inspection of Buckwheat <http://www.gipsa.usda.gov/Lawsandregs/directives/9180-76.pdf>
 - ◆ 9180-80 – Procedures for Grading Feed Peas <http://www.gipsa.usda.gov/Lawsandregs/directives/9180-80.pdf>

**CHANGE
WANTED!**

Submit your change request form available
at *inGIPSA* and email it to:
FGIS-CCWG@usda.gov

**EMPLOYEE ASSISTANCE
PROGRAM (EAP)**

(800) 222-0364

(888) 262-7848 (TTY)

<http://www.FOH4You.com>

Confidential toll-free number 24 hours a
day/7 days a week



MBS Quick Contact List

Marianne Plaus Director/Budget Officer	202-690-3460	Lisa Fyall Human Resources Guidance	202-720-7045
Susan Martin Secretary DC - Keys and Move/Renovations NFC Employee Roster POC	202-720-0231	Amber McDonald-Lake Award/Retirements Processing	202-720-1741
Idelisse Rodriguez GIPSA Newsletter POC Performance Management Employee Assistance Program	202-720-5688	Terri Henry Telework/Transit POC Grain Advisory Committee POC	202-205-8281
Caroline Thorpe Training POC Individual Development Plans	202-690-2332	Dexter Thomas Regulatory POC	202-720-6529
Tammi Lindsey IAS Requisitions/Budget Approvals OPM Background Investigations ULO POC	202-690-4188	M. Irene Omade Records Management Information Collections	202-720-8479
Ruth Ortiz FMMI POC Status of Funds Operating Plans POC Budget Formulation	202-720-6719	Mark Kemp Safety & Health POC Workers Compensation POC	202-720-0061
		Joanne Peterson Freedom of Information POC	202-720-8087

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 May 31, 2013

Retiring? To be included on our email distribution list after you retire from GIPSA, please send your email address to Idelisse.Rodriguez@usda.gov.

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