



GIPSA *NEWS*

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

JULY 2013

EEO/Civil Rights Updates

Kevin Smith, Washington, DC

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The GIPSA Civil Rights Staff (CRS) is asking for your support as we embark on our journey to promote an environment free of all discrimination, where employees, and our constituents, and the public have equal access to GIPSA employment and programs. Our journey intensified when we recently conducted a five year Equal Employment Opportunity (EEO) complaint trend analysis report. Our reasons for conducting the analysis was to identify trends and determine ways to reduce the number of complaints, improve and focus on EEO/civil rights training, better manage EEO/civil rights complaint costs, and build a solid business case for diversity and inclusion. The analysis indicates the total number of informal/formal cases remained constant from FY 2008 - FY 2010 (20 - 24). Thirty-three complaints were filed in FY 2011. Overall, cases are trending downward, from 23 cases (10 formal /13 informal) in FY 2008, to 8 cases in 2013 (2 formal/6 informal). The most populous basis for both informal and formal cases from 2008-2011 was race (Black). The most populous issue from FY 2008 - FY 2011 was promotion/non-selection. From FY 2012 - FY 2013, the most populous basis was reprisal (previous EEO activity). From FY 2008 - FY 2011, the most populous issue was harassment (non-sexual). I believe the reduction in complaints can be attributed partially to educating employees on recognizing the distinction between workplace disputes and EEO complaints; creating avenues for redress for both, while ensuring the same level of energy and commitment to their resolution; and encouraging open dialogue with the union in an effort to address employees concerns. We will continue to build upon the analysis by determining estimated costs and time GIPSA managers spend working to resolve and settle complaints, as well as costs associated with the USDA Office of the Assistant Secretary for Civil Rights, and the U.S. Equal Employment Opportunity Commission.

The second leg of our journey is inclusive of many of you. We are asking the Civil Rights Committees, Special Emphasis Program managers, EEO Advisory Committee, Cultural Transformation Committees, and Diversity and Inclusion liaisons to help us refocus the groups with the goals of providing connectivity across, and up and down GIPSA, create a shared GIPSA expectation of accountability, and create a GIPSA structure and policy. Over the past several years, most of you have participated in the Climate Assessment Surveys (CAS). The surveys have allowed us to gain insight into important factors such as leadership, perceptions, cohesion, morale, and the human relations environment, which have a direct impact on organizational effectiveness and mission accomplishment. We thank you, and look forward to your continued participation.

The third leg of our journey is to implement the five-year trend analysis, to improve EEO/civil rights, and diversity and inclusion training. We are currently revising and refocusing all training activities, based on what we have learned.

Continued, see EEO on page 2.

EEO from cover page

The fourth leg of our journey is to build a strong business case for diversity and inclusion in GIPSA, utilizing the first three legs of our journey. I know that by working together, we can promote a GIPSA environment which is free of all discrimination, where employees, our constituents, and the public have equal access to GIPSA employment and programs. Please feel free to contact me, or any members of the GIPSA Civil Rights Staff, if we can be of service to you.

FGIS Matters...!

Randall Jones, Washington, DC



It is hard to believe that June has come and gone and we are now into the full heat of summer and the dog days of July. This means that we only have three months remaining in this fiscal year which ends September 30 so during the past month I have spent a considerable amount of time working with the managers on the budget to ensure that we effectively utilize our appropriated funds. Also, in June we started our work on the fiscal year 2015 budget and submitted our request for 2015 funding to the Secretary for his consideration. Still no word on our fiscal year 2014 budget as Congress is in recess for the July 4th holiday and to date has not passed a 2014 agriculture budget.

Last month, I reported that the Biotechnology and Analytical Services Branch, Technology and Science Division, under the direction of **Dr. Tandace (Tandy) Bell, Chief**, was fully engaged in supporting the USDA's Animal and Plant Health Inspection Service's (APHIS) investigation regarding the discovery of a few wheat plants from a single Oregon farm that were genetically engineered (GE). For the month of June, **Tandy** and staff continued to work tirelessly and conducted many tests at the request of APHIS. We have seen some disruption in international wheat trade and this has been primary focus of **John Pitchford, Director, Departmental Initiatives and International Affairs**. A typical day in June for **John** involved numerous meetings on this issue with other USDA Agencies, industry stakeholders and in many instances foreign governments. The APHIS investigation continues so we do not have anything more to report from that perspective. As we enter July, **John's** primary focus will continue to be finding solutions that will allow U.S. wheat exports to move freely throughout the world.

On June 18 and 19, we were at the National Grain Center for the Grain Inspection Advisory Committee meeting. We had a great turnout for the meeting with 14 of 15 Advisory Committee members in attendance. The Advisory Committee represents all sectors of U.S. agriculture including grain and livestock producers, grain handlers and merchandisers, grain exporters and consumers. The resolutions passed by the Advisory Committee are critical to us and provide key input into the allocation of our staff and financial resources for future years. For further information regarding the meeting, be sure to check out the article in this month's newsletter by **Terri Henry**, who serves as the Designated Federal Official (DFO). As the DFO, **Terri** manages the Advisory Committee and ensures compliance with the Federal Advisory Committee Act.

At the request of the North American Grain Export Association, we will hold an industry workshop for the grain exporters in the Pacific Northwest (PNW). The meeting is scheduled for August 13 in Portland, Oregon. Last year, we held a similar PNW workshop that was widely attended by almost every grain exporters in Oregon and Washington. From all accounts, we anticipate another big crowd for this meeting as I am sure they will be very interested in our work related to the GE wheat discovery in Oregon and our efforts to keep U.S. wheat moving freely in the international markets.

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

GIPSA Idea Hotline

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.



Names in the News

Retirements

Patricia Gustin retired on June 28, 2013, with 17 years of federal service. Patricia began her career with the Federal Government in 1996. As an Agricultural Commodity Technician, Patricia's duties have included the processing of both pulse and grain samples graded at the Moscow Sub Office. Patty has also served as the sub office Protein Technician and has performed all of the supervision data entry into the Quality Assurance and Control program. Patricia's service as the primary processor of our harvest samples over the years has been invaluable to the sub office.

Dr. Richard Pierce retired on June 29, 2013, with 24 years of Federal Service. Dr. Richard Pierce graduated from the University of Nebraska – Lincoln with a degree in Agricultural Engineering. Before joining FGIS, he worked in the University of Nebraska's Extension Service. He joined FGIS in 1989 as the Group Leader of the Type Evaluation and Calibration Group.

During his career at FGIS, Rich implemented the National Type Evaluation Program for evaluating commercial moisture meters and protein instruments. He also was involved in updating and implementing the new technology used for official moisture determinations. Rich was involved in implementing the improvements to the official wheat protein determinations from the transition from ground grain to whole grain and the introduction of the Artificial Neural Network calibration. Rich was involved in many improvements to official inspection system and introduction of new services during his federal career.

Joann Perrilloux is retiring on August 30, 2013, with 17 year of service. Joann is from Gramercy, Louisiana. She began her career with FGIS in 1995 as a temporary intermittent, Agricultural Commodity Technician (ACT). She worked various appointments throughout her career such as temporary intermittent, permanent intermittent, full-time seasonal and finally permanent full-time. Before joining FGIS, she worked over 30 years in the private sector. Joann is retiring from the GIPSA as an Agricultural Commodity Grader. She participated in the Aspiring Leader Program in 2002, was Secretary for AFGE Local 3157 and presided as Vice-President of the National AFGE Local 3157. In her retirement, Joann plans on spending time with her son, Darrick and her two grandchildren. She plans on relaxing, enjoying life and do a little traveling.

A Shout-Out Goes to...

- ◆ A thankful shout-out goes to **Marsha Schwartz** for all her hard work during the Grain Inspection Advisory Committee Meeting. A special shout-out also goes to **Beverly Whalen** for preparing drafts of Summary and Minutes.



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



P&SP CHANGE CONTROL WORKING GROUP (CCWG) WANTS YOU!

**THIS IS YOUR CHANCE TO MAKE A DIFFERENCE TO
P&SP. SEND YOUR CHANGE REQUESTS TO P&SP
CCWG TODAY!**

Grain Inspection Advisory Committee Meeting

Terri Henry, Washington, DC

The Grain Inspection, Packers and Stockyards Administration (GIPSA) Grain Inspection Advisory Committee (Advisory Committee) is comprised of 15 members appointed by the Secretary of Agriculture who represent all segments of the grain industry. They include grain producers, processors, merchandisers, handlers, exporters, consumers, grain inspection agencies, and scientists. The Advisory Committee meets annually to advise GIPSA on the programs and services it delivers under the U.S. Grain Standards Act and the Agricultural Marketing Act of 1946, as amended. Recommendations by the Advisory Committee help GIPSA to better meet the needs of its customers who operate in a dynamic and changing marketplace.

The Advisory Committee met on June 18-19, 2013, at the National Grain Center in Kansas City, Missouri. The following resolutions were introduced and passed by the Advisory Committee:

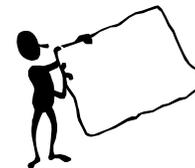
1. The Advisory Committee recommends that GIPSA initiate research to determine the feasibility of extending the theory of "equivalency" to multiple-constituent instruments in order to utilize standardized technology while maintaining accuracy and consistency in measurement of wheat protein.
2. The Advisory Committee recommends that GIPSA continue its work in support of the USDA's Animal and Plant Health Inspection Service's (APHIS) investigation of the Genetically Engineered (GE) wheat issue. More importantly we encourage engagement with the entire value chain in efforts to retain and recover markets as well as provide regular updates of the investigation.
3. The Advisory Committee supports the use of water-based mycotoxin test kits in the official inspection system. The committee recommends seeking official agency and industry stakeholder input regarding the implementation timeline.



*Bottom Row: Jayce Hoyt, Randall Jones, Tammy Basel, Larry Mitchell, and Rigoberto Delgado
Middle Row: Paul Lautenschlager, Maria Reinitz, Sarah Ann Sexton-Bowser, Janice Cooper, and Edgar Hicks
Top Row: Omar Garza, Rennie Davis, Warren Duffy, Arvid Hawk, Kent McAninch, and Nannette Pfister*

Special Emphasis Month's Poster Contest

Linda Alston, Washington, DC



We are pleased to announce an annual poster contest honoring Hispanic Heritage Month. The poster contest is open to full and part-time GIPSA employees. There will be an 8 hour time off award given to the employee whose entry is selected. All submissions will be judged by the Special Emphasis Program Managers and Equal Employment Opportunity Committee. The national theme for 2013 Hispanic Heritage Month is, *"Hispanics: Serving and Leading Our Nation with Pride and Honor."*

The requirements for the poster are as follows:

You must be a full-time or part-time GIPSA employee to enter this contest. You may only submit one poster entry per employee. All requirements must be met in order for your poster entry to be considered. Entries must be received by close of business, Friday, July 31, 2013. Any entries received after that date will not be considered. Please send your entries and inquiries to Linda Alston, SEPM/EEOC Coordinator.

The winner will be announced August 30, 2013.

Contact: Inquiries may be directed to Linda Alston, Civil Rights Staff, at (202) 720-1736.

Eligibility to enter: You must be a full or part time GIPSA employee to enter this contest. You may only submit one poster entry per employee. Depending on the response received for the first contest; there will be a contest for each special emphasis month.

Criteria for Poster Design:

- ⇒ Must be electronic
- ⇒ All posters must be received by e-mail
- ⇒ Page set up should be 11" by 17" in PowerPoint, Microsoft Word, Publisher, or .pdf format.
- ⇒ Must contain the short version of the non-discrimination statement: *"USDA is an equal opportunity provider and employer"*
- ⇒ The heritage month, year, and theme must be on the poster.
- ⇒ The Department of Agriculture Symbol must be on the poster. No exceptions. **Do not** alter the symbol, i.e., change the color, add graphics, stretch it out, or use special effects.
- ⇒ **Do Not** use the FGIS or Packers & Stockyards logos.
- ⇒ Your entry must be received by the contest deadline, Friday, July 31, 2013.
- ⇒ One poster entry per employee.

- ◆ **Diversity:** Diversity and inclusion is a very important aspect of this poster contest. We want viewers of the winning poster to see themselves represented in the poster.
- ◆ **Artwork:** The use of original artwork, photograph or graphics for the poster is preferred.
- ◆ **Photographs and graphics:** If you use photos or graphics that are not original works, for each photo or graphic you use, you must submit with your poster entry written permission signed by the owner of the photo or graphic allowing you to use their work. **Purpose and Scope of Use:** You will request permission to use their property for the purpose of an educational poster contest stating that the photo will be reproduced and put on the agency's website and emailed to employees within the agency. The exception to this rule is photos of President Barack Obama. His photo can be used without obtaining a release form.

Continued, see **Poster Contest** on page 6.

Poster Contest *from page 5*

- ◆ **Celebrity likeness:** If you use the photo of a celebrity, you must receive written permission allowing you to use their likeness in the poster. **Purpose and scope of use:** Let the celebrity know that the use of their likeness will be printed on a poster for educational use and that the poster will be printed hard copy and posted on the internet. The poster will not be sold but is for education and awareness purposes.
- ◆ **Employees or GIPSA customers (Adults/Children):** If you use photos of GIPSA employees or customers you must get a release form signed. You must have the permission of parents or guardians if you use the photo of a person under the age of 18.
- ◆ **Important Note:** Working on posters entries during official duty hours is **not** encouraged. Posters should be completed during personal time.
- ◆ **Judging:** The Equal Employment Advisory Committee (EEOAC) and the Special Emphasis Program Managers (SEPM) will be the judges. The Judges will only see the posters being entered, not the entrant's name. The SEPM/EEOAC Coordinator will be the only one who will know the identity of the employees who created the poster. The SEPM/EEOAC Coordinator will not vote.
- ◆ **The Poster Winner:** You will be asked to sign a statement granting GIPSA the right to use the poster you have designed for the purpose of improving the education and awareness of the current Heritage or History month.

The winner the Hispanic Heritage Month contest will be announced August 30, 2013.

Mandatory Training Due on AgLearn

- ◆ **July 8**-360 Surveys for FGIS Supervisors and Managers
- ◆ **July 18**-IDPs due to Training Office (Contact your supervisor or administrative officers (AO) about due date for your office)-All Employees
- ◆ **July-Mid – End of month**-Conference Tracking Webinar-AOs, Travel Coordinators, Managers
- ◆ **July 31** –Diversity on the Job-All Employees
- ◆ **July 31-USERRA**-Uniformed Services Employment Reemployment Rights Act –All Supervisors and Managers
- ◆ **July-August**—360 Feedback sessions –FGIS supervisors and managers
- ◆ **August 31**-Mentoring Program Applications –All Employees
- ◆ **September 30**—Workplace Harassment –All Employees
- ◆ **September 30**—Scientific Integrity Policy Training (SIP)-All assigned employees (scientific) as determined by USDA.



Issuance Report

Terri Henry, Washington, DC

- ◆ FGIS Directive 9180.83, "Inspection for Ragweed Seeds in Lots of Wheat" dated June 13, 2013.
- ◆ FGIS Program Notice 13-08, "Sample Collection Responsibilities for Verifying the Accuracy of Moisture Meter Calibrations for Crop Year 2013" dated June 13, 2013.
- ◆ FGIS Directive 9070.3, "Conflicts of Interest" dated June 21, 2013.

Wireless Discounts for Government Employees

Tanika Harris, Washington, DC

You may not be aware of this, but government employees are eligible to receive a discount on their personal wireless service. I have listed three carriers below with information on how to obtain this discount.

AT&T Wireless

Government employees receive 15% off monthly service and \$25 off new activations (online only). Go to <https://wireless.att.com/business/shop/> and enter your USDA email address. (Note: The sponsorship is under USDA Forest Service; however, it applies to all USDA employees.)

Sprint

Government employees receive a standard 15% off hardware as well as 15% off voice and data plans relative to commercial retail plans. Go to www.sprint.com/federal to learn more.

Verizon Wireless

Government employees receive up to 15% off monthly service, discounted phone pricing, and 25% off accessories. Go to www.verizonwireless.com/getdiscount and enter your USDA email address. An email message will be sent to you with additional information.



got change?

Fill out 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

<p>Marianne Plaus 202-690-3460 Director/Budget Officer</p>	<p>Lisa Fyall 202-720-7045 Human Resources Guidance</p>
<p>Susan Martin 202-720-0231 Secretary DC - Keys and Move/Renovations NFC Employee Roster POC</p>	<p>Amber McDonald-Lake 202-720-1741 Award/Retirements Processing</p>
<p>Idelisse Rodriguez 202-720-5688 GIPSA Newsletter POC Performance Management Employee Assistance Program</p>	<p>Terri Henry 202-205-8281 Telework/Transit POC Grain Advisory Committee POC</p>
<p>Caroline Thorpe 202-690-2332 Training POC Individual Development Plans</p>	<p>Rose Alexander 202-690-0881 Travel POC</p>
<p>Tammi Lindsey 202-690-4188 IAS Requisitions/Budget Approvals OPM Background Investigations ULO POC</p>	<p>Dexter Thomas 202-720-6529 Regulatory POC</p>
<p>Ruth Ortiz 202-720-6719 FMMI POC Status of Funds Operating Plans POC Budget Formulation</p>	<p>M. Irene Omade 202-720-8479 Records Management Information Collections</p>
	<p>Mark Kemp 202-720-0061 Safety & Health POC Workers Compensation POC</p>
	<p>Joanne Peterson 202-720-8087 Freedom of Information POC</p>

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 July 26, 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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