



September 4, 2014

NATIONAL ASSOCIATION OF FSA SUPPORT EMPLOYEES

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NASE strives to:

- *promote the betterment of the Farm Service Agency through improved service to the public*
- *Improve our programs*
- *Establish a cooperative relationship at all levels of the Agency*
- *Help accomplish the mission of USDA and FSA*
- *Improve support staff effectiveness*
- *Improve morale, esprit-de-corp, and efficiency*
- *Promote self-motivation, self-education, and career enhancement*
- *Promote the social, economic, civic and personal welfare of support employees*



Wear **red** on Fridays to show support for our troops at home and abroad.

STEP UP! IT MAKES A DIFFERENCE!

Each of us makes a difference; we have all heard that, right? Well, the NASE organization is proof of this statement. Each of our members has used their experience and first-hand knowledge of what is happening in the county offices to STEP UP and make a resolution.

Why are resolutions so important? That's where change begins. Everyone has been at work and thought, "There is a better way to do this!" (you can insert your definition of "this". Or maybe you thought, "Someone should consider changing _____?" You fill in the blank. See you have already begun the process. It's that simple. Use the resolution form to write up your suggestion and send it to your _____.

Now you ask, "How is my suggestion going to get to the people who can make the change?" That's where our Zone A, B, C and D meetings come into the picture.

The Zone meetings are where members get together and discuss all of the resolutions that have been submitted from their zones. Each resolution is discussed by those who understand what you are saying. Each resolution is discussed and voted on.

"What happens after the Zone meetings?" Well, that's where the fun really begins, at the National Convention. That's where members from across the United States get together to discuss all of the resolutions that were passed by the Zone meetings.

OK, then what?

The resolutions are forwarded to the National Office. The by-laws require that they respond to each of our resolutions.

Now you might be saying "Really, they are going to make a change?" Well, I say I have proof. The following resolution was made and the change>>>>>>>>

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It's very empowering to see your idea go from your thought one day at your desk to seeing it happen for real.

NOW IT'S YOUR TURN! Step UP and Make A Difference!

Attached is a resolution form. Keep it handy and the next time, you are thinking someone should do something about this, you be that someone! Write up that idea on a resolution and pass it on and see what a difference you can make.

Angie Biester, Vice-President

MESSAGE FROM YOUR PRESIDENT

Yesterday association and union leaders were invited to a conference call with Greg Diephouse and Juan Garcia regarding the Service Center Structure (SCS). Almost before I could get back to my desk, Lisa Liska (NACS Vice-President) had a NACS update already out. She did a thorough job of covering the call and so I will just provide their update for all your reading pleasure. (Thank you Lisa.)

I truly believe that one of the most effective moral killers in any organization is fear of the unknown. The SCS proposal is **not** new or unknown. Variations of this office structure have been used in many states over much of the past 20 years. Juan stressed this is not a proposal to reduce staff further but a way to cope with reducing budget and employee numbers through office structure efficiencies.

Today is Juan Garcia's last day with FSA. I have thanked him on behalf of NASE numerous times. He is truly a friend of NASE and I appreciate his working with the association(s) so willingly.

As I dressed for work this morning I was torn between my red Support the Troops t-shirt and my Montana State shirt. I have to admit the MSU shirt won today BUT it made me realize that if I were from Nebraska I could combine the apparel and not have a Friday wardrobe issue.

Special thanks today to the families and individuals of our military. Sometimes I think the families get left out of the thanks and as a NAVY mom/sister I remember how stressful it was to think of my son/brother while they were serving. I will say I had it fairly easy (calm) but truly appreciate the sacrifices these families go through. Thank you families!

Thank you for allowing us to serve as your Vice President and President for 2014-2015.

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Service Center Structure and Farm Bill Update Conference Call

National Association of Credit Specialists Farm Service Agency President's Update #4

This afternoon I had the opportunity to be a part of a conference call held by Greg Diephouse, DAFO and Juan Garcia, FSA Administrator with other Association representatives about priority Farm Bill activities, the Workload Model, and Service Center Structure Concept (SCS). Greg discussed the progress on livestock disaster programs. At this time, FSA is doing an extraordinary job administrating the livestock disaster programs and \$2.5 billion has been paid nationwide, so far. Sequestration will effect LFP payments made after October 1st with a 7.3% reduction. Producers need to contact their local FSA offices to make an appointment or be put on a Register list before October 1st in order to avoid sequestration reductions. Some other topics Greg briefly touched upon were the Dairy Tool is now online and open for sign-up; CTAP is being administered; ARC/PLC will be implemented soon and updating base acres and yields will be the first stage; NAP will be out later this fall; and FLP loan activity is increased. Greg also mentioned Receipt for Service provisions will be coming out possibly yet in September. Greg then discussed hiring and staffing ceilings. All states received their 2014 staff ceilings this summer. States are beginning to hire, but this has been a slow process. eRecruit is a new tool being used for hiring. The National Office is monitoring this closely and will be increasing the capacity of HR staff to improve the hiring process. The Workload Model is still in process and the National Office plans to provide the Associations with more documents and details by the end of the week discussing 'what it is' and 'how it will work.'

Juan's last day with FSA will be tomorrow and he noted it has been a pleasure to work with all the Associations. Today, Juan discussed the FSA Service Center Structure Concept. The Central, Branch, Satellite (CBS) concept has now been renamed to Service Center Structure (SCS). The intention of this concept is to provide better resources to employees, better customer service to our producers, savings to reinvest in training and technology, and job security. Cross-training of employees will also occur. Juan also mentioned supervisors will be better utilized, but reiterated this is not a plan to reduce CEDs or FLMs. This concept will also develop opportunities for employees to specialize. Juan also stated this will have a low impact on employees and maximize COC and State Committees authorities. CED and FLM supervisory roles will not change either. The concept will still consist of three office types, as described in the table below.

Type 1 Office	Type 2 Office	Type 3 Office
Full service with FP & FLP	Basic delivery of FSA programs	Basic services available
Minimum of 5 permanent employees (GS & CO)	Minimum of 3 permanent employees	Maximum of 2 employees in full-time office & no permanent staff in part-time office
Must have a CED and one employee with loan approval authority		Full-time or Part-time office hours

Service Center Structure and Farm Bill Update Conference Call (cont)

Juan noted all Associations comments were reviewed and considered while developing the SCS concept. Greg Diephouse and the new incoming FSA Administrator, Val Dolcini, will be making the final decision on the SCS concept before it is implemented.

After the concept is finalized by the National Office, SEDs will make the final determinations on how to implement the number of Office Types in their state. State Associations will need to work with their SEDs when this concept is brought forward for implementation.

As always, if you have any questions or concerns, please feel free to contact the NACS Board.

Lisa A. Liska
NACS Vice President

ChoseMyPIate.gov

Weight Management

Increase Physical Activity

Physical activity is an important part of managing body weight.

Being physically active can help you achieve a healthy weight and prevent excess weight gain. However, physical activity is also important to all other aspects of your health. Benefits include sleeping better at night, decreasing your chances of becoming depressed, and helping you look good. When you are not physically active, you are more likely to have health problems, including heart disease, type 2 diabetes, and high blood cholesterol.

The amount of physical activity needed to manage body weight depends on calorie intake and varies a lot from person to person. Some adults will need to do more physical activity than others to manage body weight.

How much physical activity do you need to help manage body weight?

1. To start, adults should do the equivalent of 150 minutes (2 hours and 30 minutes) of moderate-intensity aerobic activity each week.
2. If necessary, adults should increase their weekly minutes of aerobic physical activity gradually over time (while eating fewer calories) to meet weight loss goals.
3. Some adults who need to lose weight may need to do more than the equivalent of 300 minutes (5 hours) per week of moderate-intensity activity to meet weight loss goals.

This may sound like a lot. However, your weight is a balance of the number of calories you eat and drink and the physical activity you do. Weight loss can be achieved by eating and drinking fewer calories OR by burning more calories in physical activity. The people with the greatest long-term success are doing BOTH – eating less and being more active. For example, walking 30 minutes each day and drinking one less soda each day are two small steps you can take that can have a big impact on your weight over time.

WEBTA CORRECTION NEEDED

[Get Started](#)

[Overcome Stumbling Blocks](#)

The TRANSACTION CODE for the **Labor Day Holiday** has incorrectly defaulted to “TC 66 - Holiday Pay.” The correct code is **TC 66 - FEDERAL HOLIDAY**. The change must be made before submitting PP17 T&A’s. Timekeepers who have employees on leave must review the T&A’s for those employees and make the change, if needed, prior to supervisory certification. This change **must** be made **before** submitting PP17 T&A’s.

The following steps are necessary to change the code:

- Upon entering the WebTA system, go to LEAVE AND OTHER time.
- Select Edit “66 Holiday Pay.”
- From the drop menu transaction code, select “66 66 Federal Holiday,” then complete (accounting code, leave, leave).
- Update and save.

If you have any questions, please contact your state office HR.

