



February 2019

Thoughts from Executive Jay Goff

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***Have you made your
reservations for the All
South Rally yet?***

As I'm writing this, it appears that the funding will be passed a few weeks after the longest government shutdown in our history. With the pending worries tied to the shutdown and tight deadlines it has created some very unique working conditions. As the political arena continues to be heated, government shutdowns are seemingly more prevalent. That is where NASCOE has been working diligently with officials in WDC to look at all options so that if we are required to work, we can at least be paid for our services. Our association understands the struggles, because we live it every day and are doing our best to communicate and collaborate. These are tough times, but these types of situations are when we can find our value in the process and help make a difference for employees and agriculture in general. It is truly inspiring to see the dedication of so many employees and I find solace in our circumstances by examples of leadership within our membership. As we travel down these uncharted waters, we cannot let the distractions of uncertainty and politics detour us from our passion in serving the agricultural industry. NASCOE has been monitoring the development of the new farm bill and looking forward to seeing the process emerge as we get stable funding. Along with the efforts towards funding issues, NASCOE has been working on 70 negotiation items that were submitted for our pre-negotiation meeting in January. There are some very good items that created hours of discussion, which will be put forth in driving change with our NO folks. This process is often overlooked and undervalued, but it's honestly the way we can get change done and make a positive difference for the CO employees in the field. State leadership were tasked with updating contact/email information for their membership. If you haven't provided your information or need to update, please talk to your state leadership in updating the spreadsheet with your information. The availability of your contact information becomes very important, especially in shutdown situations, and if you're not in the database you will be left out of the information pipeline. Please take a few minutes to make sure you're plugged in! The ALL SOUTH Rally is fast approaching and is shaping up to be a great event in NASHVILLE, TN from April 10-13, 2019. Like always the comradery of the NASCOE family will be



present with an opportunity to engage NO leadership, so get your boots polished, travel booked, and we'll let the good times roll! Lastly, I want to give a big Thank You to Kristal Jackson and her service to our association and FSA, as you will read in her article below, she is departing from both the association and the agency. We will miss her leadership and pragmatic style in helping make all of us better along with the entities we serve. With her departure we will be holding a special election in the SWA to backfill her spot (until the national convention) at the All South Rally in TN, nominations will be accepted up until the election and 2 delegates from each state will be responsible to vote. As always, thank you for your service to agriculture.

Best Regards,

JG

Farewell from Alternate Executive Kristal Jackson

It is with a heavy heart that I write my last report as a member of the NASCOE team. I have accepted a position outside the agency and have two short weeks to tie up loose ends and bid farewell to my FSA family. But the relationships I've built through NASCOE will not be lost, because we are connected by much more than just employment with FSA. This great association has introduced me to some of the most dedicated, hard-working, and selfless people I've ever met (and they know how to have a good time to boot!). These friends-turned-family will always be my favorite part of my time with FSA, and I'm just not willing to give them up. I may be leaving the agency, but they can't rid of me that easy!

The past few months have been a whirlwind of politics and unknowns, and I sincerely hope that this historic shutdown was the last that you all will ever face. Hopefully, many of you were able to use your furlough time to catch up on quality time with family and friends, accomplish tasks you've been putting off for too long, and simply take a breather from the alphabet soup of FSA programs. (MFP, ARC/PLC, ECP, LFP, etc.). I, for one, thoroughly enjoyed the time off with my new baby boy, though I struggled with not knowing when we would return to work or when I'd see my next paycheck.

The weekend before Martin Luther King Day, the NASCOE leadership team met in Portland for the annual pre-negotiations meeting. This has always been one of my favorite meetings, as I feel that the negotiations process gives us some of the greatest "wins" for our members. And seeing the consideration and care that the team puts into each of the concerns submitted by members is a great reminder of the true value of our association and its leaders. This was reinforced when I saw the team's response to news that COF employees were being recalled as "excepted" and would be expected to report to work the following week. It was truly incredible to hear the thoughtful discussions of how this would affect individual members and the best approach to communicating these concerns to agency leadership. Were we able to reverse their decision? No, of course not. Some things are simply beyond the power of NASCOE. But I can assure you that this team delivered a strong message to management about the consequences of their decision and likely resulted in some of the flexibility that was given to employees in most states. Furthermore, NASCOE has offered potential solutions to ensure FSA employees are treated more fairly should another shutdown occur. Individually, none of us could have sent such a strong message to this agency's decision-makers. But collectively, we wield much greater influence, and NASCOE is constantly going the extra mile to use that influence for the good of our members.

I must apologize to all of you that I am resigning my position just 6 months before I was to run for the office of SWA Exec. But I have no doubt that whoever decides to step up and fill this position will do great. That's the thing about FSA and NASCOE...the bench runs deep! We have so many truly talented members that are just waiting for the opportunity to get involved and become the leaders of tomorrow. Well NOW is the time! Get off the sidelines and get in the game, and carry on the great legacy of NASCOE. I promise you will not regret it!

This is not goodbye, but "bye for now",

Kristal Jackson



SWA Membership Report

Greetings! I hope this finds everyone happy and healthy. Yes, it has been a challenging year for all of us, some have felt the effects more than others. We have survived delayed paychecks, budget uncertainty, and tremendous workload.

We are blessed...we have an awesome association leadership that works tirelessly on our behalf. Their goals are to assist in every way possible to assure successful operation of FSA. During the government shutdown NASCOE kept us well informed of news and the latest developments regarding FSA. The NASCOE website was updated with links and helpful information to assist during this stressful time. We received many emails and FACEBOOK updates informing us on the shutdown situation. We are thankful for the outstanding communication and applaud their diligent work on our behalf.

We have welcomed many new hires as FSA employees in the last months. As we embrace these new employees, we have the opportunity to welcome new NASCOE members. This is a chance for us as members of NASCOE to become involved in the membership process. Talk about NASCOE and the benefits of being a member and joining the NASCOE family.

The NASCOE website has a JOIN NOW button available under the membership tab. This will enable an employee to easily explore information about NASCOE, as well as find all applicable forms required to become a member.

Below you will find the 2nd Quarter membership percentages for each individual state in our area.

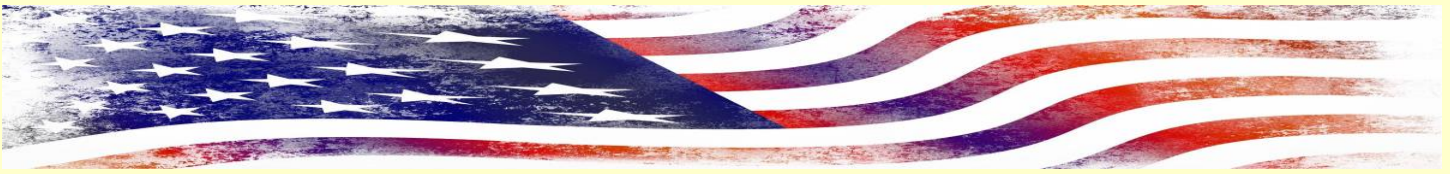
STATE	Total CO employee 17-18	Total GS employee 17-18	TOTAL	TOTAL CO Members	No GS Members	CO Members % To date
AZ	25	21	46	18	3	72%
CA/HI	94	51	145	56	3	60%
CO	104	18	122	63	0	61%
KS	348	4	352	322	0	93%
NV	12	4	16	12	3	100%
NM	42	0	42	25	0	60%
OK	182	118	300	171	0	94%
TX	450	0	450	342	0	76%
UT	41	22	63	24	0	59%
TOTAL	1204	187	1391	977	6	81%

I am very proud of the work the states have accomplished.

I am looking forward to the year ahead and achieving new goals!

Nancy Ensminger

SWA Membership Chair



Benefits Report

Is everyone as happy as me to know we are going to be at work through the end of the Fiscal Year? One less thing to worry about now! We have plenty of deadlines to meet and goals to achieve!!

I don't know about your state, but in Oklahoma, it's been hot, cold, wet, dry, windy, still and EVERYTHING in between. Oklahoma is truly a state that says "if you don't like the weather, just wait a day... lol!"

Ok, on to benefits.... We haven't added anything new as of yet, so I am going to give you the list of our current benefits. As always, if you have suggestions for a benefit in your state or this area, please let me know! We are always looking to add to our list!

Dillard Financial Solutions – Our Official NASCOE Benefits Provider. They focus on Federal Benefit and Retirement training and planning. They also offer insurance plans! Whatever you need, there is something out there for you. Check out <http://dillardfinancialsolutionsinc.com/nascoe/benefits/> to see the many different services they offer.

Working Advantage – This is a website where you can get discounts on different types of tickets – theme parks, movies, hotels sporting events, museums, etc. There are also gift certificates and other neat things. Visit www.workingadvantage.com and see what there is to offer. You'll need to get the NASCOE member ID to access it.

Air Med – We have a special discounted rate for NASCOE members. A 1-year membership for a household is only \$55. Applications can be found on the NASCOE website.

NASCOE Attorney – Full Regular Members are eligible to use up to 1 hour of time with the NASCOE attorney. This includes situations such as adverse personnel actions, harassment, undesirable working conditions, etc. This is not for issues that are un-work related. Contact your State President or Area Exec for more information.

There are cell phone discounts available for most carriers.

We also still have a relationship with JM Marketing although the company has changed hands and is now called Benefits Direct. Ty Christiansen has remained our contact person. Let me know if you have questions on this.

Last but not least, take time to visit our NASCOE store! They are always adding new products! Granted, this stuff is available to everyone, but it is definitely worth mentioning!! There are great shirts, jackets and all kinds of things to promote our association and our agency!

If you have any questions about our benefits, please don't hesitate to contact me or your state chair for more information!!

Angie Bierman



SWA NEGOTIATIONS REPORT

The 2019 Pre Negotiations meeting was held January 19 & 20, 2019 in Portland, Oregon. While the government was shutdown, your NASCOE Negotiations Team and Executive Board went on with business at a time that representing membership was at an all-time high. I want to give a huge shout out to the Executive Board for their long hours that they spent addressing current issues and providing membership with information in such a timely fashion. Your hard work is much appreciated!

This year we had nearly seventy negotiation items submitted nationwide. This is up thirty percent from 2018! I am proud to say that the SWA was strong in submitting items, coming in neck and neck with the mid-west area. A big thank you goes out to those who took the time to write up your items. It is through your efforts that we are able to know the issues and concerns that are affecting our membership.

The negotiation consultants and area executives are currently in the process of preparing the items to be “taken to the table” at the negotiations meeting with the national office representatives that will tentatively take place the first week in April.

Keep in mind that although we are in preparations for this year’s negation meeting does not mean that we are not open to receiving items. Any item that you feel needs attention can be submitted via the NASCOE website at <https://nascoe.org/negotiations/negotiations-submission/> year around and will be reviewed at the next pre-negotiations meeting.

Tracy Wilson
SWA Negotiations Consultant



SWA Awards/Scholarships/Emblems

Howdy Southwest Area,

Where has the time gone? Every time I look, there is a big NASCOE deadline or event approaching. Let's not even talk about the ones at work!

Currently, our DSA Nominations and Scholarship applications are being judged by our area judges. We had the following submissions this year.

Awards:

DSA Community- 2

DSA FSA/Agriculture- 4

DSA NASCOE- 2

Scholarships:

Open-Continuing: 7

Traditional: 15

Sick Leave Awards are going to be entered a little differently. Instead of the state awards chair having to round up all the names, we are allowing members to go submit their names on the NASCOE web page <https://nascoe.org/awards-scholarships/>, or <https://docs.google.com/forms/d/e/1FAIpQLSfqx3f6IVu874oI6dew9ap5on3zYDWR-uAdZTvBvc1yVVarcA/viewform?vc=0&c=0&w=1>. The deadline for submitting requests is March 1, 2019.

I would like to thank Mike Hamilton with Superior for constantly attempting to keep our emblems up to date. This winter, we asked Mike to add sizing guidelines to the website, so you can feel more confident in your order when you cannot try it on. If a you have not already, please check them out at <https://nascoe.org/store/>. Superior will be at the NASCOE Convention, All South Rally and is willing to ship items to state conventions. If your state is needing to order state shirts, I would also be happy to help you put an order together with Mike.

Until Next Time,

Julie Goetzman

SWA Awards/Scholarship/Emblems Chair



SWA Legislative Report

Who would have guessed that things would have progressed as they have this past few months? We win big with a relatively quick passage of new farm legislation and quickly thereafter become a part of history by being included in the longest government shutdown in history. Not sure if that is two steps forward and one step back or not, but it certainly has put a damper on employee morale. So, what has NASCOE been doing throughout the process??

The wheels are still on the bus and turning as fast as ever. NASCOE continues to advocate for membership and continues working to keep membership informed of pivotal decisions that impact the work lives of membership. NASCOE continues to pursue different objectives as farm legislation is rolling out as well as advocating on many other administrative fronts, not to mention the annual negotiations process. I continue to be amazed at how involved NASCOE is and how many people are constantly working for the benefit of the employees and the agency. If you have never been involved or you ever wonder “what in the world does NASCOE do for me?”, I recommend you place your fingers on the pulse by attending Rallies and Conventions to see for yourself the many things that NASCOE does for you.

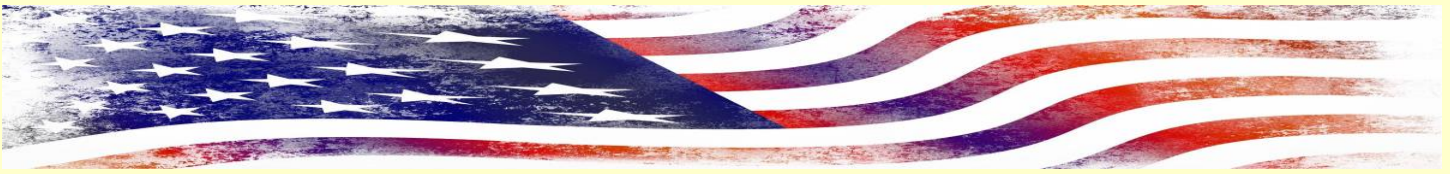
Speaking of Rallies, there is a tremendous opportunity to experience the All South Rally in Nashville Tennessee in April. This rally will be a great opportunity to see NASCOE in action. Along with a lot of the NASCOE Leadership team, representatives from the National Office will be in attendance. This event gives NASCOE membership a chance to ask NO representatives questions and make suggestions on how to resolve issues occurring in the local FSA office. This is a great opportunity and normally yields positive results. This is one of the most important and productive aspects of the Legislative process.

Another great opportunity to get involved is the annual NASCOE National Convention. Plan on making your way to Manhattan Kansas in August for an unforgettable experience. During National Conventions, you will get to see the entire NASCOE leadership team in action. In addition to NASCOE Leadership, a larger number of representatives from the National Office will be in attendance. You will see the team address FSA leadership, give reports on past success and plans for the future and work to improve NASCOE’s position on multiple fronts. Activity is constant and work is productive as the team comes together to advocate for NASCOE membership. It’s a process that is hard to explain in just a few words, but is intricate to understanding exactly what is happening throughout NASCOE on a regular basis.

I know that it is tough understanding what is truly happening behind the scenes when you are not on the various teams, conference calls, meetings, and events. I stand amazed at times on just how many people are working for NASCOE membership on a daily. The teams are solid and the work is plentiful. It’s worth your time to peak behind the NASCOE curtain to see the many aspects and activities that are constantly in motion for membership. One of the most impressive aspects of it is remembering that all the work being done is completed by volunteers.

If you can’t make a rally or convention, but you are still interested in getting involved or learning more about NASCOE activity, reach out to your state leadership and let them know you are interested in learning more.

Robert Payne
SWA Legislative Chair



NAFEC NEWS

We Are Our Own Worst Enemy

Establishing the county committee system was a solution implemented in the 1930's by the Roosevelt administration as part of the new deal. Roosevelt needed to set up the agency in an expedient manner in every corner of the nation. He needed to do it quickly and effectively. In order to ensure oversight of the far-reaching offices (so far removed geographically from WDC and during a time when phones, email, even copy machines were not common or did not exist) Roosevelt implemented a county committee (COC) structure elected by local producers to implement policy, manage the office and oversee the operations at a local level, much like the board of directors for a bank, cooperative directors, or school boards in the private sector. Producers had a personal, vested interest in the successful implementation of farm policy at the local level. The county committees maintained integrity and common-sense procedures because it was in their best interest to do so. Today, the county committee remains the oversight of the county office as well as a source for logical, practical direction on the implementation of farm policy. No other agency in federal government has the footprint or local oversight like the Farm Service Agency. The county committee is the boss and backbone of the county office.

Over the last several years there seems to be an inadvertent erosion of COC authority not only by state or national office personnel, but by county office staff as well. A couple reasons why may be are as follows:

- The state or national office personnel may not have cut their teeth with FSA in the county office and therefore may be unaware of the important role the COC plays.
- County office personnel may not have been properly trained in the authority the COC has over the office and therefore is unaware when they take actions that compromise the strength of the COC system.
- Sometimes it is "easier" to make decisions without consulting a committee. CED's may act to expedite processes to make their lives easier by cutting corners in the short term unaware of the damage they may do in the long term.
- Some employees may not realize delegations of authority are not an "automatic". Redelegations may make daily functions flow more smoothly in the office and staff should remember to treat redelegations the same as they would a POA for a producer. A producer signs as POA for another individual operating under the premise that all actions taken by the POA will be reviewed and cleared with the grantor of that POA. In the same manner, the COC should be apprised of all happenings in the county office.

Some recent examples of how/where FSA is failing to protect the integrity of the COC:

- An email was sent out on December 3, 2018 advising county offices that they needed "at least one COC member present to county ballots after the election". This is a direct contradiction to 15-AO (Rev 5) that states a "quorum shall be present". Sure, it's easier to move things along by cutting corners but this compromises the integrity of the election as well as sends the message that COC is not necessary for oversight.
- The establishment of performance standards by the state offices and the supposition of the role as the rating official by the District Director. This is a responsibility of the COC according to 5-PM (Rev12) and 27-PM (Rev 1).



- Shared management should only be undertaken in “rare cases”, and with the consent of the COC, and after consulting with NASCOE, according to 27-PM (Rev 1).
- The decision was made to not call COC members back to work in an “excepted on call” status when the county office employees were called back during furlough. The concern of county office employees was redelegations of authority had not been given from the newly elected COC to the CED at the time county office employees were called back in January. FSA management may have felt not calling the COC’s back to work or allowing the organizational meeting to move forward was a cost savings mechanism. Management advised county offices the previous year’s redelegations “rolled to the current year”. However, according to 16-AO (Rev. 3), Amend 6, Par. 212C, the current COC must determine whether to allow the current delegations to remain in effect, be modified, or be revoked at the first COC meeting of the year. With some COC members’ terms ending December 31 and other newly elected terms beginning January 1 of each year, it was necessary for redelegations to be reviewed by the newly structured COC before any previous, modified, added, or revoked delegations could be used for the current year.

The loss of the COC system would sacrifice producer input at a local level. Policy would be dictated by people with no farming background who sit behind desks in WDC. The CO system of government is unique but needs to be safeguarded from those who seek to streamline it into their “convenient” model of business- a system with far fewer checks and balances with direction coming from the top, down. Without the COC, no buffer or protection for county office staff exists. The county committee is vested with certain rights and responsibilities under federal law. If we allow outside influences to chip away at the strength and scope of the COC’s powers, we will have no one to blame but ourselves when privileges and other considerations begin to be taken away from county office staff. We must educate our COC’s on their authorities and allow them to use those powers. We must also continue to educate the county office employees as well as the staff at the state and national levels. Apathy and inaction, because they are comfortable, are no excuse for failing to protect, and utilize to its full advantage, the COC system.

--Marla Hammer

NAFEC packets were sent out by email on November 29, 2018 and again on January 28, 2019 to assist with recruiting NAFEC members at COC organizational meetings. Please contact Marla Hammer, SWA NAFEC Chair, if you need information.



Kick up your heels at the 2019 ALL SOUTH RALLY Nashville, Tennessee

April 10-13, 2019

Embassy Suites Nashville Airport

10 Century Blvd., Nashville, TN 37214

Hotel: 615.871.0033 Group Code: TEA Shuttle: 615.719.5431

Contact Donnell Poss @ 615.542.5314 with any issues related to reservations.

www.nashvilleairport.embassysuites.com

Free Breakfast Bar!

Evening Reception-Complimentary Drinks & Snacks every day from 5:30-7:30

NAME: _____ CELL PHONE # _____

ADDRESS: _____ CITY, STATE, ZIP _____

HOME EMAIL: _____

FLIGHT INFORMATION

ARRIVAL: DAY/TIME _____ FLIGHT# _____ AIRLINE: _____

DEPARTURE: DAY/TIME _____ FLIGHT# _____ AIRLINE: _____

<u>Registration</u>	<u># Attending</u>	<u>Amount Due</u>
Member Registration --Early Bird - Until Feb 28th		\$ 45
Member Registration--After March 1st		\$ 55
Guest/Spouse Registration		\$ 20
THURSDAY—April 11, 2019		
<u>Thursday 8 a.m.:</u> Golf @ Gaylord Springs Golf Links 18 Springhouse Lane, Nashville, TN 37214		\$ 80
<u>Thursday Night:</u> Boots & Hat Night -Roundtrip shuttle downtown Nashville ***This service is free with the purchase of a t-shirt*** (see back of this form for t-shirt order form)		\$ 10
FRIDAY—April 12, 2019		
<u>Friday—</u> Catered lunch buffet @ hotel		\$ 15
<u>Friday—</u> Catered lunch buffet for RASCOE attendees		\$ 15
<u>Friday Night:</u> Banquet with <u>LIVE ENTERTAINMENT</u> by <u>Brice Long</u> (see back of form) followed by <u>Scholarship Auction</u>		\$ 55
T-Shirt Order Total from reverse:		\$ _____
TOTAL AMOUNT DUE:		\$ _____

Youth activities available upon request. Please email Andrea Stafford @

andrea.b.stafford@gmail.com with number of children/ages.

**Mail form & check (payable to TASCOE) to:
Donnell Poss; 1123 S. College St.; Smithville, TN 37166**



All shirts are long sleeve. Large design on back, pocket area design on front.					
Size	Price	Quantity White	Quantity Gray	Quantity Royal blue	\$\$ Total
Small	\$25				
Medium	\$25				
Large	\$25				
X-Large	\$25				
XX-Large	\$27				
XXX-Large	\$27				

Friday Night Live Entertainment

Brice
LONG



Brice has enjoyed a successful 25 year music career. As a songwriter he has had cuts with Garth Brooks, George Strait, Chris Stapleton, Hank Williams Jr, Randy Houser, Josh Turner, Reba McEntire, Gary Allan, Chris Young, Jon Pardi, The Grascals, Casey James, Darryl Worley, Randy Travis, Craig Campbell, Gretchen Wilson, John Michael Montgomery, Porter Wagoner and many more.

Brice's songwriting hits include the #1 singles "Heartache On The Dance Floor" by Jon Pardi and "Nothing On But The Radio" by Gary Allan. Randy Houser's "Like a Cowboy", a song that also garnered Brice a CMA nomination for *Song of the Year*. Other recent chart toppers are Randy Houser's debut single, "Anything Goes", "Today" from Gary Allan, Casey James' "Let's Don't Call It A Night" and Jon Pardi's, "What I Can't Put Down".



www.bricelongmusic.com

www.facebook.com/bricelongmusic

@BriceLongSongs

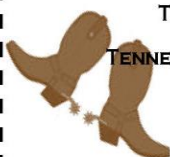


Things to do...

Places to eat...

GRAND OLE OPRY
OPRY MILLS (SHOPPING)
GENERAL JACKSON SHOWBOAT LUNCH & DINNER CRUISES
THE REDNECK COMEDY BUS TOUR
COUNTRY MUSIC HALL OF FAME & MUSEUM
NASHVILLE NIGHTLIFE DINNER THEATER
HOME OF THE STARS TOUR
RYMAN AUDITORIUM TOUR
OPRY HOUSE BACKSTAGE TOUR
MUSIC CITY TROLLEY HOP
NASHVILLE NIGHT TROLLEY TOUR
JOHNNY CASH MUSEUM
"NASHVILLE" TV SHOW TOUR
CHEEKWOOD ESTATE & GARDENS
THE HERMITAGE, HOME OF PRESIDENT ANDREW JACKSON
THE GEORGE JONES MUSEUM
NASHVILLE OLD TOWN TROLLEY TOUR
MUSICIAN HALL OF FAME
HISTORIC TENNESSEE TOUR
WILLIE NELSON & FRIENDS MUSEUM & GENERAL STORE
NASHVILLE ZOO
MUSIC CITY BREW TOURS
BROADWAY SHOWS LIVE AT TPAC
BICENTENNIAL CAPITOL MALL STATE PARK
THE PARTHENON
TENNESSEE STATE MUSEUM

MERCHANTS (BROADWAY)
MARGARITAVILLE
JACK'S BAR-B-QUE (BROADWAY)
WILDHORSE SALOON (2ND AVE.)
PUCKETT'S GROCERY & RESTAURANT (CHURCH ST.)
MUSIC CITY BAR & GRILL (NEAR OPRYLAND)
THE OLD SPAGHETTI FACTORY (2ND AVE.)
THE SOUTHERN STEAK & OYSTER (3RD AVE.)
HUSK (RUTLEDGE ST.)
KAYNE PRIME STEAKHOUSE (MCGAVOK ST.)
FLYTE WORLD DINING & WINE (DIVISION ST.)
SAMBUCA (12TH AVE. S.)
HARD ROCK CAFÉ (BROADWAY)
ACME FEED & SEED (BROADWAY)
RODIZIO GRILL—THE BRAZILIAN STEAKHOUSE
DICK'S LAST RESORT (2ND AVE.)
BROADWAY BREWHOUSE DOWNTOWN
JOE'S CRAB SHACK (2ND AVE.)
THE MELTING POT (2ND AVE.)
DIERKS BENTLEY'S WHISKEY ROW NASHVILLE (BROADWAY)
COYOTE UGLY (2ND AVE.)
OLE RED (3RD AVE.)
FGL HOUSE (3RD AVE.)





*Kick up your heels at the
2019 All South Rally in*



April 10-13, 2019

EMBASSY SUITES NASHVILLE AIRPORT

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NASHVILLE, TN 37214

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GROUP CODE: TEA

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