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NEWSLETTER

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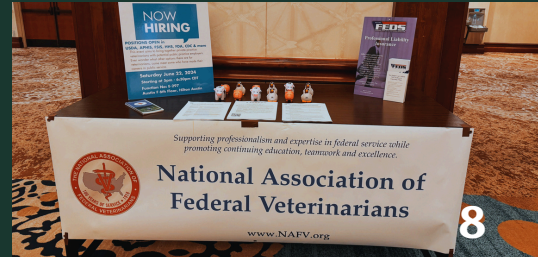
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TABLE OF CONTENTS



NAFV Mid-Year Townhall Meeting	4
AVMA Convention 2024	5
AVMA delegates elect new President-elect, Vice Pres	6
Delegates updated on HPAI response	7
Public Practice Networking Event	8
AVMA's Frederick Douglass Patterson Award	9
Farm Bill Proposals	10
Ex CDC director predicts bird flu pandemic	11
Free Membership for USPHS & Armed Services	12
FEDS Protection	13
News Members & Membership Benefits	14

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Exec. Vice President National Association of Federal Veterinarians 1910 Sunderland Pl., N.W Washington, D.C. 20036-1608

Any veterinarian employed full-time by the federal government may become an active member. Dues are \$260.00 annually, payable annually, semiannually, via PayPal (annually or monthly), or by federal pay- roll deductions (eligibility for payroll deduction is limited to USDA veterinarians of \$10.00 authorized by signing USDA Form AD 1054 (FSIS) or SF 1187 (APHIS)). All active-duty Uniformed Services veterinarians are granted free membership. Associate membership is granted to active members when they retire from federal service. Associate members pay no dues. Associate members receive the NAFV newsletter by email.

The National Association of Federal Veterinarians is a non-profit corporation and the purposes for which it is formed are to promote the veterinary profession, to improve the professional efficiency and material interests of the members, to acquaint the public with the activities of veterinarians in the federal service, and to cooperate with the American Veterinary Medical Association, the United States Animal Health Association and other similar groups with common interests.

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The Role of the National Association of Federal Veterinarians

The Office of Personnel Management (OPM) Federal Employee Viewpoint Survey (FEVS) measures employee engagement and satisfaction with their workplaces, or in other words morale. The FEVS serves as a tool for employees to share their perceptions in many critical areas including their work experiences, their agency, and their leadership. The U.S. Department of Agriculture's (USDA) Office of Human Resources Management (OHRM) and its Office of Employee Experience (OEX) use the results of FEVS to inform efforts and the initiatives currently underway with the "Best Places to Work in the Federal Government" ranking according to the Partnership for Public Service on employee satisfaction, engagement, and morale—all of which support and inform USDA's 2022-2026 Strategic Plan and the Secretary and Deputy Secretary's FY2022 priority to "Make USDA a Best Place to Work."

And this is where an association such as the National Association of Federal Veterinarians (NAFV) can come in. Today's veterinarians are the only doctors educated to protect the health of both animals and people. These dedicated professionals apply their medical skills not in "private practice" but in "public practice" in the service of every American through the many programs administered by the federal government. Though federal veterinarians touch the lives of every American every day, many feel under-compensated, underappreciated, and overworked. These feelings can contribute to high employee turnover rates, which impact overall morale of the team, the health and wellness of Americans, and the agency's bottom line. Many times, there are significant gaps between the perceptions of an agency's executive leadership and the realities of mid-level management. This can be even worse when including agencies rank and file grassroots employees.

The majority of NAFV members (and most of the veterinarians employed by the federal government) work for the USDA. The results of FEVS indicated that morale is low, ranked 16 of 17 large federal agencies, only slightly better than the Department of Homeland Security (DHS). When you look at the sub-agency rankings our major membership comes from the Food Safety and Inspection Service (ranked 298 out of 411) and the Animal and Plant Health Inspection Service (ranked 294 out of 411). For those working there, this may not come as a surprise. But, how can these agencies benefit from working with NAFV, as an association of managers and supervisors? There are finer points of job satisfaction that the FEVS cannot measure. The impact of mandatory deployments on people's job satisfaction, for example. When that deployment is seen as furthering the mission of the agency, it can be a positive motivating factor; however, if that mandatory deployment is seen as making up for an agency's failure to fill critical vacancies, it has just the opposite effect on morale.

When deployments are viewed as employed where certain individuals seem to be exempt from deployment, then it can destroy the sense of accomplishment. This level of detail can't be reached by the FEVS, but through consultations with our members and executive leadership, these insights can be addressed. In many cases, just hearing a third party explain the situation can make all the difference in how the issue is perceived. In service of these public servants, the NAFV strives to serve both veterinarians and the agencies they work for by facilitating communication, making suggestions for improvements, and working collaboratively to address issues of concern. This advocacy includes emphasizing professionalism and expertise in federal service but also promoting continuing education, teamwork and morale, and a standard of excellence. NAFV can work with you to improve it and your professional working environment.

NAFV can approach senior leadership in the department with your concerns and possible solutions, not as a union but as an organization that represent you medical / scientific professionals. Our goal is to enhance your work life's productivity and impact, instilling a positive sense of accomplishment. When a veterinarian is lifted, that positively reflects the team, and that morale boost translates into increased productivity and pride in your work which makes all the difference.

NAFV MID-YEAR TOWHNALL MEETING



Our NAFV Board of Directors, Dr. Anelli, Dr. Trapp and Dr. Jones attended the 2024 AVMA Legislative Fly-In .

During the Mid-Year Townhall last May 22, 2024 we discussed that we are offering free membership for the US Public Health and Active Duty Armed Services. The upcoming election for next year's NAFV Board of Directors was also one of the main highlight of the meeting.



PASSAGE OF PAY CAP EXEMPTION

The annual salary cap waiver language was included in the appropriations bill that is on its way to the President's desk.



PRESSING ISSUES FOR EMPLOYEES AND PROGRAMS

- Discussed about HAIR and USDA racist policies
- Updates on DVMO and how FSIS is dealing with other agencies



NAFV-AVMA REPRESENTATION

We have met the criteria and will be able to continue the representation in the AVMA House of Delegates. We have 381 AVMA-NAFV members.

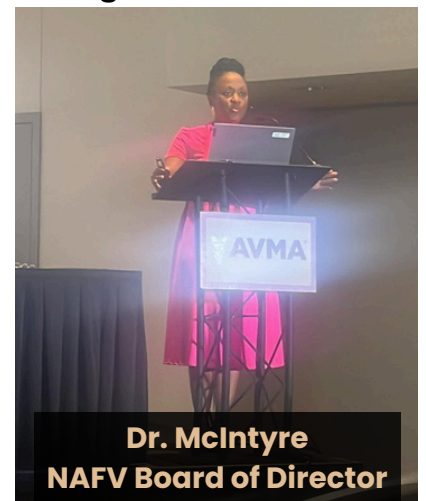
NAFV IN 2024 AVMA CONVENTION



**NAFV Pres. and Exec. Vice Pres.
Dr. Martinez & Dr. Anelli**

AVMA Convention 2024 is bringing together veterinary professionals from every demographic, background, and professional sector from Friday through Tuesday at the Austin Convention Center in Austin, Texas. This year's convention provides plenty of opportunities to network and gain more knowledge, especially for those who are interested in celebrating and learning more about diversity, equity, and inclusion (DEI). Every year, foreign veterinary leaders attend the AVMA House of Delegates (HOD) and AVMA Convention to strengthen ties with their colleagues in the U.S.

Around 400 attendees, including representatives from about 44 employers, gathered in the Trinity Street Foyer at the Austin Convention Center for the chance to network and explore or advertise available job opportunities in a fun and casual setting. Continuing education (CE) sessions covered many of the career pathways available to veterinary professionals were scheduled throughout the convention, along with networking opportunities.



**Dr. McIntyre
NAFV Board of Director**

AVMA DELEGATES ELECT NEW PRESIDENT-ELECT, VICE PRESIDENT



*Dr. Michael Q. Bailey, 2024-25
AVMA President-elect*

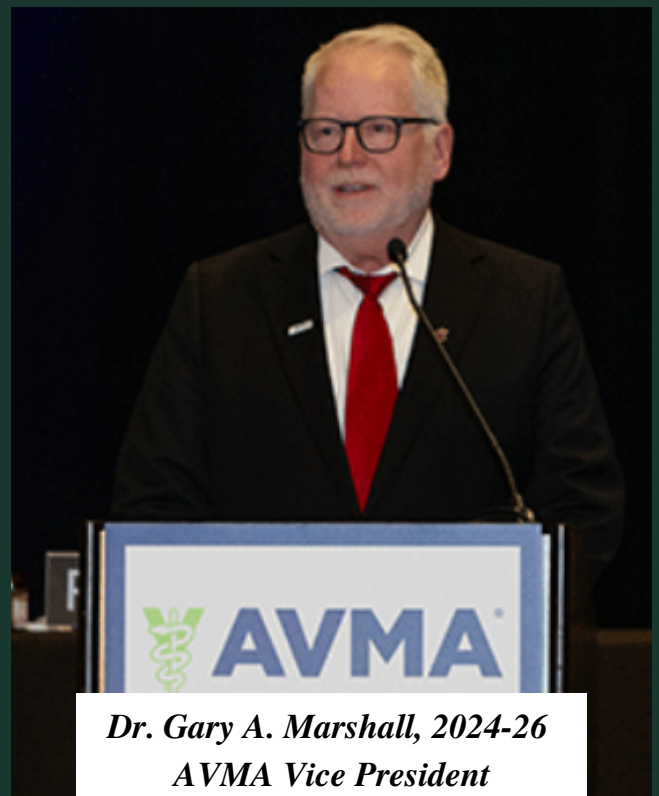
The NAFV delegates to the AVMA House of Delegates voted for these position of President elect and Vice President elect.

The AVMA House of Delegates (HOD) on Friday elected Dr. Michael Q. Bailey of Pittsburgh as 2024-25 AVMA president-elect and Dr. Gary A. Marshall of Mercer Island, Washington, as 2024-26 AVMA vice president on the final day of the HOD's regular session in Austin, Texas. Both candidates ran unopposed and were elected by unanimous consent. Dr. Bailey is the AVMA's first Black president-elect and will be the Association's president when Dr. Sandra Faeh's term expires in next July during AVMA Convention 2025 in Washington.

The AVMA Vice President serves a two-year term as a voting member of the AVMA Board and as the Association's official liaison to the Student AVMA and its student chapters and, by extension, to the veterinary college deans and faculty.

Dr. Marshall recently retired as a feline practitioner but remains an adjunct professor at Washington State University College of Veterinary Medicine, where he received his veterinary degree in 1989.

Prior to his election as AVMA vice president, Dr. Marshall was the alternate delegate for Washington State in the HOD.



*Dr. Gary A. Marshall, 2024-26
AVMA Vice President*

DELEGATES UPDATED ON HPAI RESPONSE

FEDERAL OFFICIALS GAVE REPORTS ON THEIR MULTIPRONGED APPROACH TO PREVENTING, INVESTIGATING HIGHLY PATHOGENIC AVIAN INFLUENZA

Recent laboratory pathogenesis studies indicate lactating cows are by far the largest and most affected vector for this disease, she continued. "This continues to be a form of morbidity in dairy cattle with mortality rates, including culling, 2% or less on average," she said.

The disease is unpredictable, as it has shown up in asymptomatic dairy cattle, as well as those that show a high number of clinical signs over an extended period of time. Transmission appears to be multifactorial. APHIS has found that over half of affected premises are sharing equipment. The H5N1 virus also appears to have some ability to infect humans.



The spread of the avian influenza virus type A (H5N1) within and among dairy herds indicates that bovine-to-bovine spread occurs. Evidence also indicates that the virus can spread from dairy cattle premises to nearby poultry facilities. Potential risk factors for local transmission between facilities include shared personnel between premises, shared vehicles between premises, and frequent visitors on and off premises.



Dr. Sarah Tomlinson, the U.S. Department of Agriculture's Animal and Plant Health Inspection Service representative on the AVMA House of Delegates' House Advisory Panel, briefs delegates on the agency's efforts to manage highly pathogenic avian influenza.

The AVMA House of Delegates (HOD) on Thursday heard from colleagues representing agencies and organizations responding to a multistate outbreak of highly pathogenic avian influenza (HPAI), specifically avian influenza virus type A (H5N1)

Speakers from the HOD's House Advisory Panel and constituent allied veterinary organizations covered the current state of affairs and the challenges veterinarians in the poultry and dairy industries are facing, as well the efforts being taken to protect public and animal health. Dr. Katherine Weathers, a poultry veterinarian with more than two decades of experience dealing with avian influenza and delegate for the American Association of Avian Pathologists (AAAP) in the HOD, told the House what they can expect when it comes to these highly pathogenic viruses. "Avian influenza is not going away."

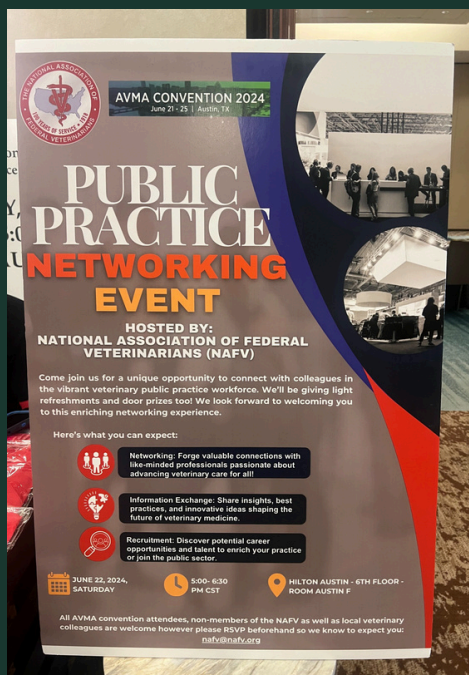
The AAAP has developed specific tools to help producers deal with an HPAI outbreak. "AAAP members are responsible for the health and welfare of millions, if not billions, of poultry in this country and worldwide," Dr. Weathers said, adding that the association has helped developed surveillance and biosecurity programs used by all the U.S. primary breeder flock producers, and for most of the commercial poultry produced nationally. The U.S. poultry industry is in its third year of a multistate outbreak of H5N1 viruses that have spilled over into roughly 200 mammal species. In March, the virus was identified for the first time in a herd of dairy cows in Texas.

PUBLIC PRACTICE NETWORKING EVENT

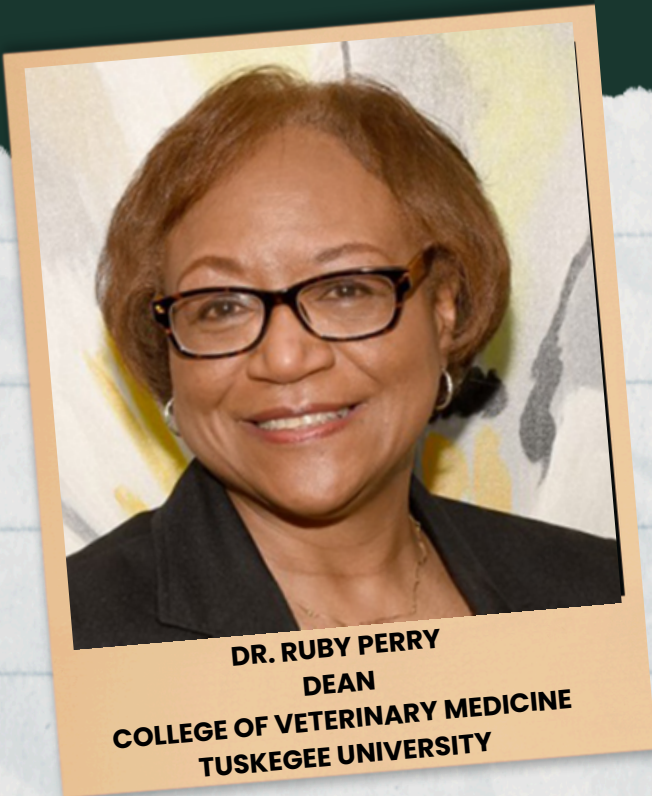


Hosted by The National Association of Federal Veterinarians, we are very happy to all the attendees who joined us in the Public Practice Networking Event during the AVMA Convention Week. It was a great opportunity to connect with colleagues in the vibrant veterinary public practice workforce.

- Shared insights, best practices, and innovative ideas shaping the future of veterinary medicine.
- Forge valuable connections with like-minded professionals passionate about advancing veterinary care for all!
- Discovered potential career opportunities and talent to enrich your practice or join the public sector.



DR. RUBY PERRY NAMED AS RECIPIENT OF AVMA'S FREDERICK DOUGLASS PATTERSON AWARD



“
Dr. Perry was the first
one to get a University
Affiliate Membership
with the NAFV
”

Dr. Ruby L. Perry, Dean of the College of Veterinary Medicine at Tuskegee University, is the 2024 recipient of the AVMA Frederick Douglass Patterson Lifetime Achievement Award for her distinguished leadership in advancing Diversity, Equity, and Inclusion throughout the veterinary profession, the AVMA announced today. “As your nomination was discussed by our Board of Directors, your dedication to and longevity of service promoting Diversity, Equity and, Inclusion (DEI) was recognized as nothing short of remarkable,” Dr. Janet Donlin, the AVMA’s Executive Vice President and CEO, said in a letter to Dr. Perry informing her of the award.

“Upon learning of my selection as the 2024 recipient of the AVMA Frederick Douglass Patterson Lifetime Achievement Award, I was humbled and extremely honored to be the second recipient of this award following my colleague and fellow Tuskegee veterinary alum, Dr. Willie Reed. Dr. Patterson was a profound man in the history of Tuskegee University and specifically in the establishment of the veterinary medical program as well as a visionary leader,” Dr. Perry said.

“I consider it a privilege to serve in the leadership role as dean of the Tuskegee University College of Veterinary Medicine, now in existence 79 years since its opening in 1945. I do not take this honor or responsibility lightly because Dr. Patterson was a leader to be admired by us all and has left a legacy example for all future leaders. Thank you AVMA for this honor.”

Previously she served a two-term secretary position on the AAVMC’s Board of Directors, as a member of the AAVMC Minority Serving Institutions Working Group, and Co-Chair of the AVMA-AAVMC Diversity, Equity, and Inclusion Commission. The award will be presented to Dr. Perry on Friday, June 21, at the AVMA’s annual Convention, held this year in Austin, TX.

FARM BILL PROPOSALS

The House and Senate Agriculture Committees are working on a new Farm Bill to reauthorize many federal programs important to veterinary medicine through 2029. On May 23, the House Committee on Agriculture passed its version of the Farm Bill out of committee. Full House consideration of the legislation may slip into September 2024 or after the election during the lame-duck session. The Senate Committee on Agriculture, Nutrition, and Forestry (Majority) released a framework, without text, for their intended approach on May 1, 2024.

“The Senate framework would improve the USDA’s authority to repay a portion of student loans and establish special pay rates for veterinarians employed by the USDA. The House bill does not include language on this issue.”



The House bill takes a different approach by requiring the USDA to develop quantitative methods for predicting the emergence of new shortage areas, allowing VMLRP applicants to concurrently participate in other comparable loan repayment programs, amending how VSGP funds *can be used to expand, retain, or attract additional veterinary practices in rural areas, and requiring the application process for both programs to be streamlined.* The AVMA’s sustained advocacy with lawmakers and other stakeholders led to the inclusion of the veterinary profession’s top Farm Bill priorities in the House Agriculture Committee’s bill and Senate bill framework. These provisions will help protect animal welfare and maintain public health.



EX CDC DIRECTOR PREDICTS BIRD FLU PANDEMIC

In the last two years, bird flu has been blamed for the deaths of millions of wild and domestic birds worldwide. However, it seems to have hardly touched people. Redfield told NewsNation's Brian Entin on Friday that he believes "bird flu will enter humans" and that it could have "significant mortality." He also noted that bird flu has a "significant mortality" when it enters humans compared to COVID-19. NewsNation noted that the death rate for COVID-19 was 0.6%.



Farm geese walk across a road outside Phnom Penh, Cambodia, on Monday, Feb. 12, 2024. Cambodia reports a new bird flu case, the brother of a 9-year-old who died of the virus last week. (AP Photo/Heng Sinith).

It can also be spread if a human breathes in small dust particles in animal habitats or gets it into their eyes, nose or mouth after touching animal body fluids. People who work with poultry, waterfowl and livestock are most vulnerable to catching the virus.

Jessen Swider, certified veterinary technician and licensed rehabilitator, releases a turkey vulture back into the wild after overcoming the avian flu at the Cape Wildlife Center in Barnstable, Cape Cod, Massachusetts on May 16, 2023. Beginning in January 2019, the Cape Wildlife Center became a program of New England Wildlife Centers. The 5-acre facility located in Barnstable, Massachusetts, serves as the Cape Cod branch of the organization.



A line of Holstein dairy cows feeds through a fence at a dairy farm in Idaho on March 11, 2009. As of April 11, 2024, a strain of the highly pathogenic avian influenza, or HPAI, that has killed millions of wild birds in recent years has been found in at least 24 dairy cow herds in eight U.S. states: Texas, Kansas, New Mexico, Ohio, Idaho, Michigan and North Carolina and South Dakota.

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We are reminding everyone that we are offering a free membership to the US Public Health Service (USPHS) Veterinarians and the Armed Services both as members of the Uniformed Services.

This brings our definition of US Public Health Service, and the definition of Armed Services together according to 31 USC 370(a)(7) which replaces Armed Services with Uniformed Services and includes USPHS in Uniformed Services.

We hope this will lead many USPHS veterinary officers to join NAFV in our attempts to advocate for all public practice veterinarians.

Please consider joining as a USPHS Veterinarian with free membership! Don't miss out on this opportunity. To join, please visit our website at www.nafv.org and hit join us!

JOIN US NOW!

Federal Veterinarians

Are You Prepared?

Federal Veterinarians are critical in ensuring the nation's food safety and animal/livestock health in accordance with food safety initiatives, administering FSIS, APHIS, DHS, CDC, and FDA guidelines, and various animal health programs. Many federal veterinarians also have the dual role of a manager, supervisor or officer within their respective agency. This leaves you extremely susceptible to allegations, complaints, or potential lawsuits – just for doing your job. Are you emotionally, financially and legally prepared to become the subject of an adverse administrative action, disciplinary proceeding, or civil lawsuit?



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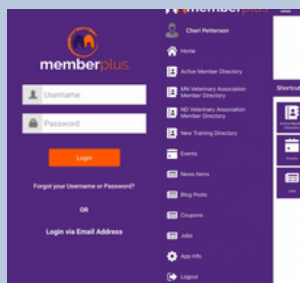


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- Allison Siu
- Cody Egnor
- Ashley Alger
- Cara Williams
- Jan Linkenhoker
- Lauren Davidson
- Andrea Cote
- Jaspreet Gill
- Casey Behravesh
- Debbie Joseph
- Samantha Pinizzotto

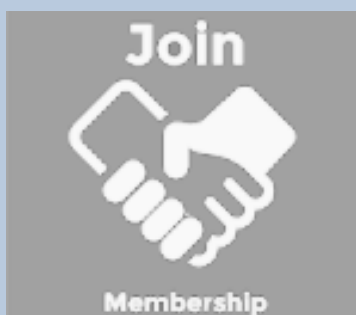


>>> NEW MEMBERS

Works to develop approaches to increase membership and enhance the membership experience. Be active and join our committees!

RETIRED MEMBERS >>>

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As an NAFV Member you can now make a plan with GreenPath for your financial health. We hope you enjoy our site and can put it to good use in your everyday life.

FINANCIAL SECTION >>>

Make sure to check the latest news and federal public veterinary jobs in our website.



Make the most out of your membership by checking our website: www.nafv.org



We encourage our members in becoming an AVMA member. AVMA membership supports you with benefits that enhance your opportunities for success in both your professional and personal life. Be sure to take advantage of the full array of benefits to get the most out of your AVMA membership.

BENEFITS

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