



National Association of Federal Veterinarians

Second Century, Second Strong

“Double Your Membership, Double Your Voice”

NAFV Membership Drive

**Now more than ever, help NAFV maintain common cause and action!
As we go into our second Century, we are asking each NAFV member to
recruit **one more colleague** to be a member.**

This past year alone, NAFV has worked on :

1. NAFV is pushing to make the federal workplace a more palatable place to spend a career. This includes increased training, veterinary career ladders, effective utilization of veterinary skills, and recognition. It includes incentives for **recruitment and retention** such as student loan repayments and hiring bonuses, specialty pay, and recognition of advanced education. It also includes **support** for veterinarians as employees and supervisors from the human resource offices and the chains of command.
2. NAFV has an action plan to improve the consultative system as mandated by the CFR for associations of supervisors and managers. This involves increased communications with higher management at all levels, up to the administrators and undersecretaries, involving development and implementation of programs, working conditions of veterinarians, and **continuing education**.
3. NAFV is urging increased budgets and use of veterinarians in APHIS in its role of protecting American agriculture and national security. This is through staffing, structure, training, and improved programs.
4. NAFV has a major effort underway to create and reactivate local chapters, and to support existing ones. This involves business and social meetings, mentorship to newer veterinarians, continuing education sessions, and assisting in the development of issues of concern for intra-management consultations.
5. NAFV also continues to retain the services of Bill Hughes, long time NAFV attorney, to counsel and advise members in work related situations.

All of these endeavors require a strong, thriving membership to fuel our efforts, and ensure that the needs of federal veterinarians are noted and addressed by the leadership in the agencies and profession, and the general public.

**Share your experience with a colleague and encourage them
to join our NAFV association!**

Membership Application: www.nafv.org/membership-join/

[FSIS Withholding](#) | [APHIS Withholding](#)

**With any questions, please contact the NAFV national office:
nafv@nafv.org | 202-223-4878**



NATIONAL ASSOCIATION OF FEDERAL VETERINARIANS

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NAFV Efforts and Accomplishments

Updated August 2018

The following is a partial list of NAFV efforts and accomplishments. In many cases, NAFV has played a major role, and often an exclusive role, and the primary organization substantially addressing the concerns of federally employed veterinarians. Some of these efforts and accomplishments are ongoing and often involve years of work.

1. In 2018, NAFV and others were successful in getting congress to appropriate \$7.5 million for the recruitment and retention of veterinarians in FSIS to ensure their mission critical work would continue.
2. In 2017, NAFV hired a lobbyist and worked with the AVMA, other veterinary associations and congress to assist USDA/FSIS in resolving their chronic veterinary workforce shortage issues by providing FSIS with a recruitment and retention workforce incentive plan and obtaining additional funding for the recruitment and retention of veterinarians.
3. NAFV established the American Academy of Veterinary Preventative Medicine (AAVPM). The objectives of the AAVPM is to provide postgraduate veterinary courses in preventative medicine which will guard and preserve the privilege of setting our own standards within the profession, and grant recognition of achievements in the veterinary profession.
 - In 2015, through the AAVPM, and in partnership with the World Veterinary Association, NAFV established its [WVA Continuing Education Portal](#). This portal provides CE courses from accredited veterinary, and one health programs from some of the top veterinary schools. Access to the portal is free of charge to NAFV members, and can be accessed by non-members for a small fee.
4. In 2012, 2013, 2014, and 2015 NAFV through coalitions, letters, congressional visits, etc., worked diligently to prevent the reduction of federal programs and budgets involving federal veterinarians, employee salaries, benefits, furloughs, and reductions in force. In 2013, we all were successful in preventing dozens of bills that were introduced which would have caused these reductions.
5. In 2012, after extreme concern was raised to NAFV from APHIS/VS employees, NAFV succeeded in convincing APHIS/VS administration to change its policy of requiring employees to travel into Mexico to inspect livestock in potentially dangerous areas.
6. In 2012, NAFV was informed of federal veterinarians working in other countries without the proper authorization and protection. NAFV worked with APHIS and APHIS corrected the issues including veterinarians crossing US borders must be officially recognized and registered by the embassies,

required to travel with official passports, and required to only drive US GOV's that are insured outside of the US.

7. NAFV testified before a Senate Committee in February 2009 on the status for federal veterinarians and the critical need for improvement in recruiting, retention incentives, and work/life issues including specialty pays.
8. In 2009, NAFV has assisted in drafting language and/or providing input for the following bills:
 - The **Farm Bill**
 - **Veterinary Services Investment Act**- this act will help to bolster and improve veterinary service across the country
 - The **Veterinary Medicine Loan Repayment Program (VMLRP)**, which was authorized by the National Veterinary Medical Service Act which would provide student loan repayment to veterinarians who work in underserved areas or in agencies with veterinarian shortages
 - **Wildlife/zoo Veterinary Medicine Act** which may provide funding for more veterinarians in this arena, including federal employment
 - **Federal Veterinarian specialty pay** which would provide additional pay for federal veterinarians including Board certification pay and advanced degree specialty pay.
 - Assisted with developing the language for a Bill to amend the **National Agricultural Research, Extension and Teaching Policy Act** of 1977 to establish a grant program to promote efforts to develop, implement, and sustain veterinary services. This should increase the opportunity for federal veterinarians to receive training and continuing education.
 - Participated in the **President's Council on Environmental Health** and provided requested input on Ocean Policy and Ocean Health. We emphasized the value that federal veterinarians can provide in these efforts. This should result in increased participation of federal veterinarians in new ocean health programs.
9. In 2009, then again in 2014, NAFV met with the US Government Accountability Office (GAO) on federal veterinary workforce issues and provided detailed information on the status of the federal veterinary workforce, including working conditions, recruitment, retention, and training issues.
 - NAFV continues to work with GAO, OPM, USDA and TMAC to address the findings and subsequent action items of this report: [2015 GAO Report on Federal Veterinary Workforce](#).
10. Since the 1970's, NAFV has worked with Congress and agency administration to reduce individual liability for federal veterinarians. This has resulted in the development of professional liability insurance and the present [Federal Employee Defense Services \(FEDS\)](#) to provide federal liability insurance against lawsuits for official acts and provides individual representation for allegations of misconduct, disciplinary proposals, investigations, and work related issues.
11. Since 1972, NAFV has engaged the services of William G. Hughes, Esq. Mr. Hughes has provided protection and individual representation for countless NAFV members, both supervisors and subordinates, against lawsuits for official acts, investigations of misconduct, proposed disciplinary actions, and actions made that were not considered by the Justice Department as being within the scope of the person's duties.
 - Mr. Hughes discontinued legally representing members in 2007. However, he continues to provide legal advice to NAFV, and act as a counsel to members on work related issues.

Members can be represented by FEDS.

12. NAFV was involved in getting legislation passed that granted overtime pay to federal veterinarians at a rate that is no less than their base pay. Previous to this legislation, federal veterinarians were paid overtime at the GS-10 Step 1 level.
 - NAFV also persisted in getting legislation passed that resulted in true overtime for all FSIS veterinarians. This effort added a considerable increase in the take home pay for a very large number of FSIS veterinarians.
 - NAFV continues to work with APHIS and USDA to provide true overtime for APHIS veterinarians enforcing the Import-Export Act.
13. On October 29, 1969, under [Executive Order 11491](#), NAFV became the first Association of Supervisors and Managers to be recognized by the federal government. This resulted in a consultative agreement with federal agencies whereby NAFV representatives are requested by the agencies to comment on various proposals before final decisions are made and to routinely meet with key officials to make recommendations and evaluate problems. The enabling authority has changed somewhat over the years, and the present relationship is now governed by [5 CFR 251.201](#), and USDA Regulation [DR-4020-251](#).
14. NAFV has conducted the only annual survey to determine the number, agencies, and grades of federal veterinarians to educate the public on the importance of this workforce and their mission critical duties. NAFV is working with members of OPM and the Talent Management Actions Committee (TMAC) to establish a formal annual federal veterinary survey.
15. In 1937, NAFV was responsible, with the support of the AVMA, for classifying veterinarians as professionals along with medical doctors, dentists, chemists, lawyers, etc.
16. In 1923, NAFV was the first organized group of government employees to favor legislation allowing the cumulative sick leave for federal employees which was approved in 1936 providing for uniform annual and sick leave throughout federal service.
17. NAFV is responsible for legislation that eliminated the mandatory retirement age.
18. As a result of NAFV's efforts, the GS 9 as a veterinary grade was eliminated thereby increasing the entry level of federal veterinarians to a GS 11.
19. NAFV assisted in developing the criteria for the Federal Employee Retirement System (FERS) in the face of political opposition that was designed to destroy the Civil Service Retirement System (CSRS).

For more information on the NAFV, please contact nafv@nafv.org

WEBSITE: www.nafv.org | JOIN NAFV: www.nafv.org/joinus



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MEMBERSHIP BENEFITS

The National Association of Federal Veterinarians (NAFV) has served federally employed veterinarians for more than 90 years. NAFV was formed in 1918 during a meeting of the American Veterinary Medical Association by a small group of veterinarians with USDA's Bureau of Animal Industry (BAI). As an association of supervisors and managers, the NAFV has an official consultative relationship with the Department of Agriculture. It is recognized as the representative organization for veterinarians employed by the federal government. NAFV's national headquarters is located in Washington, DC. The staff there includes an Executive Vice President and a Projects Manager. This location allows NAFV to easily collaborate with the AVMA government relations division on legislative matters affecting veterinarians and with other groups in the Washington DC area. This collaborative relationship helps in getting federal veterinary issues heard and acted upon.

The NAFV also has a General Counsel, an attorney who is located in a separate office. Our General Counsel provides advice and assistance with issues involving legal matters and personnel issues. In addition, NAFV has worked with insurance companies to provide specially designed liability insurance for federal veterinarians.

One of NAFV's primary goals is to prevent problems before they occur. This is accomplished through consultations and meetings with agencies, coalitions, and by frequent and early actions taken on behalf of the membership when issues are found. The mere existence of NAFV as a strong organized entity is quite beneficial because officials know that someone is watching and is willing and able to help solve problems. Some departmental actions that we would consider detrimental are not attempted purely because of anticipated NAFV opposition.

The NAFV also provides other meaningful direct and indirect benefits to its members. Services include:

1. Legal advice for individual members dealing with work-related problems.
2. Closely monitoring Congressional and Administration activities through the headquarters staff and taking appropriate action to support members' positions.
3. Apprising or educating key people in Departments, Congress, the AVMA and other organizations about the professional opinions, the concerns and/or the needs of federal veterinarians.
4. Forming alliances with the AVMA and other public health and veterinary medical organizations in areas of mutual concern.

5. Maintaining direct and productive consultation with agency management through our National Board of Regional Representatives. This appointed board serves as liaison between top USDA management and NAFV members in professional matters, personnel policy development, working conditions, etc. Field representatives are appointed to assist in matters of local concern.
6. Through coalitions with several organizations and associations, constantly working for better public services for job and career protection and for better pay and retirement benefits and better recognition for your valuable work.
7. Keeping members informed about professional, legislative and administration matters via a monthly publication, the *Federal Veterinarian*.
8. Providing continuing education through its constituent body, the American Academy of Veterinary Preventive Medicine, which sponsors seminars with published proceedings.
9. Administering the NAFV Memorial Scholarship/Loan Fund, which provides members with the opportunity to honor departed family or friends by assisting worthy sons or daughters of NAFV members in their veterinary education.
10. Providing professional and social fellowship through participation in local chapter, regional and national meetings.
11. Assisting with continuing education programs for members, including access to hundreds of courses available through our NAFV Continuing Education Portal.
12. Providing an outstanding Professional Federal Liability Insurance Program that provides protection from personal lawsuits resulting from the acts, omissions or decisions made within the scope of federal employment.
13. Funding and administering the Dr. Daniel E. Salmon Award. This award (a plaque and a check for \$500.00) is presented annually to a federally employed veterinarian by the Secretary of Agriculture. It recognizes outstanding contributions and notable service in the public's interest.
14. Finally, NAFV offers you an opportunity to be part of organized veterinary medicine and to support your profession.



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MEMBERSHIP APPLICATION

Date ____/____/20____

Membership Dues:

- **Non Uniformed Services:** \$234.00
- **Non-Active Uniformed Service:** \$150.00
- **Active Uniformed Services**
(Please contact NAFV Office)

Dues Prorated as follows for first year's dues, depending on month joined:

- **Date Joining:**
- **January 1 – March 31:**
\$234
- **April 1 - June 30:**
\$176
- **July 1 - September 30:**
\$117
- **October 1—December 31:**
\$59

Dues are payable by enrolling in our dues withholding program, PayPal, or mailed check to NAFV national office.

Name: _____

Address: _____

Year joined Federal service: _____

AVMA Member? _____

Home Phone: _____

Work Phone: _____

Cell Phone: _____

Personal Email: _____

Work Email: _____

Date of Birth: _____

Agency: _____

Grade, Rank or Band: _____

Name of Veterinary College: _____

Year of Graduation: _____

Additional Degrees: _____

Were you recommended by a current NAFV

Member? _____

Check box if interested in volunteering on taskforce.

Please return this form to NAFV by mail or fax by using the Information above.

REQUEST FOR PAYROLL DEDUCTIONS FOR LABOR ORGANIZATION DUES

Privacy Act Statement

Section 5525 of Title 5 United States Code (Allotments and Assignments of Pay) permits Federal agencies to collect this information. This completed form is used to request that labor organization dues be deducted from your pay and to notify your labor organization of the deduction. Completing this form is voluntary, but it may not be processed if all requested information is not provided.

This record may be disclosed outside your agency to: 1) the Department of the Treasury to make proper financial adjustments; 2) a Congressional office if you make an inquiry to that office related to this record; 3) a court or an appropriate Government agency if the Government is party to a legal suit; 4) an appropriate law enforcement agency if we become aware of a legal violation;

5) an organization which is a designated collection agent of a particular labor organization; and 6) other Federal agencies for management, statistical and other official functions (without your personal identification).

Executive Order 9397 allows Federal agencies to use the social security number (SSN) as an individual identifier to avoid confusion caused by employees with the same or similar names. Supplying your SSN is voluntary, but failure to provide it, when it is used as the employee identification number, may mean that payroll deductions cannot be processed.

Your agency shall provide an additional statement if it uses the information furnished on this form for purposes other than those mentioned above.

1. Name of Employee <i>(Print or Type-Last, First, Middle)</i>	2. Employee Identification Number <i>(SSN or Other)</i>	3. Timekeeper Number
4. Home Address <i>(Street Number, City, State and ZIP Code)</i>	5. Name of Agency <i>(Include Bureau, Division, Branch or Other Designation)</i>	

Section A-For Use By Labor Organization

Name of Labor Organization *(Include Local, Branch, Lodge or Other Appropriate Identification)*

I hereby certify that the regular dues of this organization for the above named member are currently established at \$ _____ per	(biweekly pay period) (calendar month). <i>(Strike out whichever period is not appropriate, based on arrangement with the employee's agency.)</i>
Signature and Title of Authorized Official	Date <i>(Month, Day, Year)</i>

Section B-Authorization By Employee

I hereby authorize the above named agency to deduct from my pay each pay period, or the first full pay period of each month, the amount certified above as the regular dues of the (Name of Labor Organization):

_____ and to remit such amount to that labor organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted which is certified by the above named labor organization as a uniform change in its dues structure.

I understand that this authorization, if for a biweekly deduction, will become effective the pay period following its receipt in the payroll office

of my employing agency. I further understand that Standard Form 1188, Cancellation of Payroll Deductions for Labor Organization Dues, is available from my employing agency, and that I may cancel this authorization by filing Standard Form 1188 or other written cancellation request with the payroll office of my employing agency. Such cancellation will not be effective, however, until the first full pay period which begins on or after the next established cancellation date of the calendar year after the cancellation is received in the payroll office.

Contributions or gifts (including dues) to the labor organization shown at left are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.

Signature of Employee	Date <i>(Month, Day, Year)</i>	
FOR COMPLETION BY AGENCY ONLY- The above named employee and labor organization meet the requirements for dues withholding. (Mark the appropriate box. If "YES", send this form to payroll. If "NO", return this form to the labor organization.)	YES	NO

**Request for Payroll Deductions
for Association Dues**

Privacy Act Statement

Section 5525 of Title 5, United States Code (Allotment and Assignment of Pay) permits Federal agencies to collect this information. This form is used to request that association dues be deducted from your pay and to notify the association of the deduction.

This record may be disclosed outside your agency to: (1) the Department of Treasury to make proper financial adjustments; (2) a Congressional office if you make an inquiry to that office related to this record; (3) a court or an appropriate Government agency if the Government is party to a legal suit; and (4) an organization which is designated as a collection agent of a particular association.

Executive Order 9397 allows Federal agencies to use the social security number (SSN) as an individual identifier to avoid confusion caused by employees with the same or similar names. Supplying your SSN is voluntary, but failure to provide it means that payroll deductions cannot be processed.

Section A — To Be Completed By Employee

1. Name of Employee (Last, First, Middle)	2. Social Security Number
3. Home Address (Street, City, State & ZIP Code)	4. Name of USDA Agency (Include Division/Branch) FSIS
<p>I hereby authorize the above named agency to deduct from my pay each pay period, the amount certified below as the regular dues of the (Name of Association) _____ and to remit such amount to that association in accordance with its arrangements with the U.S. Department of Agriculture. I further authorize any change in the amount to be deducted which is certified by the above named association as a uniform change in its dues structure. I agree that the agency shall be held harmless for this allotment and that any disputes regarding this allotment shall be a matter between me and the designated association.</p> <p>I understand that this authorization will become effective the pay period following its receipt in my personnel office. I further understand that Standard Form 1188, Cancellation of Payroll Deductions for Organization Dues, is available from my personnel office, and that I may cancel this authorization by filing SF 1188 or written memorandum with my personnel office. The voluntary cancellation will be processed in accordance with the agreement between the association and the U.S. Department of Agriculture.</p>	
Signature of Employee	Date (Month, Day, Year)

Section B — To Be Completed By Association

Name of Association (Also indicate association and local / chapter codes) <i>National Association of Federal Veterinarians</i>	
I hereby certify that the regular dues of this association for the above named member are currently established at \$ \$9.00 _____ per biweekly pay period.	
Signature and Title of Authorized Official	Date (Month, Day, Year)

For Completion by Agency Only — The above named employee and association meet the requirements for dues withholding. (Mark the appropriate box. If "Yes," process the form. If "No," return the form to the association.)

YES	NO

**Request for Payroll Deductions
for Association Dues**

Privacy Act Statement

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Executive Order 9397 allows Federal agencies to use the social security number (SSN) as an individual identifier to avoid confusion caused by employees with the same or similar names. Supplying your SSN is voluntary, but failure to provide it means that payroll deductions cannot be processed.

Section A — To Be Completed By Employee

1. Name of Employee (Last, First, Middle)	2. Social Security Number
3. Home Address (Street, City, State & ZIP Code)	4. Name of USDA Agency (Include Division/Branch)
<p>I hereby authorize the above named agency to deduct from my pay each pay period, the amount certified below as the regular dues of the (Name of Association) <u>National Association of Federal Veterinarians</u> and to remit such amount to that association in accordance with its arrangements with the U.S. Department of Agriculture. I further authorize any change in the amount to be deducted which is certified by the above named association as a uniform change in its dues structure. I agree that the agency shall be held harmless for this allotment and that any disputes regarding this allotment shall be a matter between me and the designated association.</p> <p>I understand that this authorization will become effective the pay period following its receipt in my personnel office. I further understand that Standard Form 1188, Cancellation of Payroll Deductions for Organization Dues, is available from my personnel office, and that I may cancel this authorization by filing SF 1188 or written memorandum with my personnel office. The voluntary cancellation will be processed in accordance with the agreement between the association and the U.S. Department of Agriculture.</p>	
Signature of Employee	Date (Month, Day, Year)

Section B — To Be Completed By Association

Name of Association (Also indicate association and local / chapter codes) <u>National Association of Federal Veterinarians</u>	
I hereby certify that the regular dues of this association for the above named member are currently established at \$ <u>9.00</u> per biweekly pay period.	
Signature and Title of Authorized Official	Date (Month, Day, Year)

For Completion by Agency Only— The above named employee and association meet the requirements for dues withholding. (Mark the appropriate box. If "Yes," process the form. If "No," return the form to the association.)

YES	NO

**Request for Payroll Deductions
for Association Dues**

Privacy Act Statement

Section 5525 of Title 5, United States Code (Allotment and Assignment of Pay) permits Federal agencies to collect this information. This form is used to request that association dues be deducted from your pay and to notify the association of the deduction.

This record may be disclosed outside your agency to: (1) the Department of Treasury to make proper financial adjustments; (2) a Congressional office if you make an inquiry to that office related to this record; (3) a court or an appropriate Government agency if the Government is party to a legal suit; and (4) an organization which is designated as a collection agent of a particular association.

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Section A — To Be Completed By Employee

1. Name of Employee (Last, First, Middle)	2. Social Security Number
3. Home Address (Street, City, State & ZIP Code)	4. Name of USDA Agency (Include Division/Branch)
<p>I hereby authorize the above named agency to deduct from my pay each pay period, the amount certified below as the regular dues of the (Name of Association) <u>National Association of Federal Veterinarians</u> and to remit such amount to that association in accordance with its arrangements with the U.S. Department of Agriculture. I further authorize any change in the amount to be deducted which is certified by the above named association as a uniform change in its dues structure. I agree that the agency shall be held harmless for this allotment and that any disputes regarding this allotment shall be a matter between me and the designated association.</p> <p>I understand that this authorization will become effective the pay period following its receipt in my personnel office. I further understand that Standard Form 1188, Cancellation of Payroll Deductions for Organization Dues, is available from my personnel office, and that I may cancel this authorization by filing SF 1188 or written memorandum with my personnel office. The voluntary cancellation will be processed in accordance with the agreement between the association and the U.S. Department of Agriculture.</p>	
Signature of Employee	Date (Month, Day, Year)

Section B — To Be Completed By Association

Name of Association (Also indicate association and local / chapter codes) <i>National Association of Federal Veterinarians</i>	
I hereby certify that the regular dues of this association for the above named member are currently established at \$ <u>9.00</u> per biweekly pay period.	
Signature and Title of Authorized Official	Date (Month, Day, Year)

For Completion by Agency Only— The above named employee and association meet the requirements for dues withholding. (Mark the appropriate box. If "Yes," process the form. If "No," return the form to the association.)

YES	NO