



# MEMBER BENEFIT FACT SHEET

National Association of FSA County Office Employees

## Programs & Negotiations

### Overview

The NASCOE Programs and Negotiations submission process is one of the many services available to NASCOE members, which benefits all FSA employees. Starting in 2020, the NASCOE Executive Committee combined the Programs Committee with the Negotiations Consultants to reduce redundancy and streamline the resolution process for all members.

### Programs

While formal negotiations occur annually, problems still arise throughout the year concerning inefficiencies or issues in FSA program areas. Such topics might include improvements to software, revising forms, or clarifying program rules. NASCOE works with the Deputy Administrator for Farm Programs and individual specialists to timely present these suggestions to WDC for consideration. Programs and Negotiations Committee Area chairs will work with members on reviewing potential items and identifying if possible solutions already exist. Those items submitted to WDC, along with any responses received, are posted for any member to view.

### Negotiations

One of the most important opportunities of NASCOE membership is the negotiation process. This is a formal mechanism where NASCOE presents member concerns and issues directly to management in order to promote beneficial changes and help streamline program delivery. This process, outlined in 22-PM, Exhibit 22, has traditionally focused on policy items and has been very successful for both FSA and NASCOE members. The process occurs at both the state level with individual state associations working with State Offices as well as at the national level. Annually, NASCOE reviews all negotiation items submitted and meets with WDC leadership to review both concerns and suggestions for potential improvement.

### Submission Process

To submit either a negotiations item or program submission, members or employees can navigate to <https://nascoe.org/committee/programs-negotiations> and complete the submission form. When completing the Programs and Negotiations submissions form, the submitter is asked to provide a clear detailed summary of the issue, facts, a proposed solution and time frame the submitter would like to see this submission implemented. Providing applicable handbook references and a well thought out, detailed solution will help NASCOE when discussing the item with management and increases the likelihood of a successful adoption.

Once a recommendation is submitted, the user will receive an automatic copy of the submission for their records. The NASCOE Programs & Negotiations Committee Co-chairs will review each submission with the respective Area Chairperson to determine if the submission shall be sent to the national office as a programs submission immediately, or referred to negotiations to be reviewed and discussed more thoroughly at the NASCOE Pre-Negotiations meeting. Please note: Negotiations and Program submissions may be submitted at any time throughout the year and can be done from a government computer. However, the deadline to submit a Negotiations submission for it to be considered during the current fiscal year is December 31st.

### Additional Information

Additional information can be obtained by emailing the National Co-Chairs:

[christa.kraatz@nascoe.org](mailto:christa.kraatz@nascoe.org) and  
[sarah.houin@nascoe.org](mailto:sarah.houin@nascoe.org) or by visiting the

NASCOE website at: <https://nascoe.org>.