



SOUTHEAST AREA NEWSLETTER BY MEGAN SMITH KENNEDY, SEA PUBLICITY CHAIR

SEA NASCOE

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NASCOEINFO@GMAIL.COM

Hey, Yall!

Happy New Year!!! I hope this newsletter reaches each of you well and that you all had a wonderful Christmas and a New Year filled with laughter and love. For those of you that do not know me, my name is Megan Smith Kennedy and I am your Southeast Area Publicity Chair. I am from the great state of Georgia, live on an active working farm in the northeast part of the state, and a proud mother to 6 year old twin boys. This will be my third year serving in this capacity and I could not be more proud to serve in this roll and represent our fantastic employee organization; NASCOE.

Plans For Change

Over the years I continued to say: **"You can't expect better results if you continue to do things the way you have always done them."** This year, I have decided to make a few positive changes in regards to my publicity roll. I call these changes: "Plans for Change". As part of my plans, I decided to up my game in the publicity world. I am determined to get 4 newsletters out this year and I am hoping each of them will be filled with valuable information for our membership. I don't want these newsletters to be a repeat of what the membership has already seen/heard. I want the articles to be original and fun.

How Will the Newsletters Work?

I need your help to make these newsletters shine! Please remember to send me your committee reports when you create them. I have to have those every quarter to include

in the newsletter. Also, I am asking that each committee chair, and state publicity chair reach out to their state and gather **ANY** information the membership is willing to share. The information can be pertain to a new birth, retirement, award, or even a 12 point buck kill. If you have pictures, send those too! The newsletters are intended to push out pertinent information from leadership to our members but it should also focus on what makes NASCOE run; the membership. Be sure to send those articles and pictures to me at: **megan.kennedy004@gmail.com**.

Membership is the key to the success of our employee association and believe it or not, communication falls directly behind it. Communication is an area in need of major improvement. Not just with NASCOE but on the state levels as well.

So, What's the Communication Issue?

That's a good question! As another part of my "Plans for Change", I am making it my mission to break the communication barrier and solve the mystery of why there is so much disconnect occurring. Will you help me? What are your "Plans for Change"? What do you want to accomplish this year? How can I help you? Send those comments to **megan.kennedy004@gmail.com**. You may be in for treat!

What Forms of Communication Do We Have Access To?

NASCOE has a website! **www.nascoe.org**.

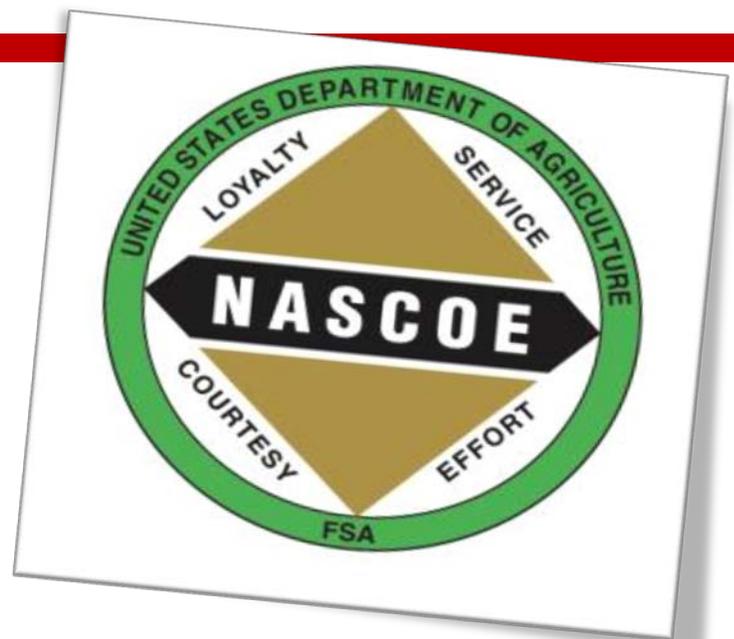
Also, have you checked us out on Facebook? We have a NASCOE page that is updated regularly! Go to your Facebook search bar and type in NASCOE, "like" the page, and information will start posting on your Facebook newsfeed.

I Don't Receive NASCOE Emails, But I Submitted My Email Address Online.

If you have not been receiving emails from NASCOE leadership, NASCOE's database may not have your address! **If you have submitted your personal email address before, please submit it again.** Please go to **www.nascoe.org** and scroll to the bottom of the welcome page. There, you will find a field to enter in your email address. After you enter in your address, select the **"Follow"** button below the field. You will receive a confirmation email from the NASCOE blog database and you will need to open the email and **confirm** that you wish to enroll. The last step of confirming your email, is one that often gets missed in this process.

Questions/Comments/Concerns

We want to hear them all!! As your publicity chair, I want to know your thoughts. If it matters to you, it matters to me! You can always email me or, if you just want to communicate the old fashioned way, you can reach me on my cell at **706-401-1448**. Thank you for your continuing support and all that you do for NASCOE. I look forward to the days ahead and wish you all the best in years to come.

Southeast Area Executive**Mike Mayfield, Tennessee**

*From The Desk of
The Southeast Area Executive*

It is always good to know a little something about your team members. I am from southern middle Tennessee and have been a CED in Giles County for 32 years. My wife Susan and I have 3 children. Our oldest son Will, works for Farm Credit and on the family farm, our daughter will graduate with her Doctorate in Physical Therapy and Wound care in May from University of Tennessee Health Sciences, and our youngest Ben is a sophomore at Giles County High School whose passion is football and showing registered Angus cattle. Our family farming operation consists of 400 acres of row crop and 125 registered Angus cows. I enjoy playing golf and hunting whenever possible. I am a graduate of the University of Tennessee at Knoxville where I was a member of Alpha Gamma Rho fraternity, University of Tennessee Livestock Judging team and lead the Vols onto the football field as Smokey's handler and part of the cheerleading squad my junior and senior years. I am a diehard Tennessee Vol fan!!!

I hope everyone enjoyed a wonderful holiday season with family and friends. The New Year is shaping up to be a very busy and challenging one. We have already suffered a furlough and funding expires again February 8th. In addition, the unknown of FPAC development is looming, a hiring freeze is still in place, staffing challenges abound and development of the next farm bill is getting into full swing. The number one thing we can do to address these challenges is get involved and become a part of the team. Everyone can find a way to contribute. If at all possible attend the Area Rally in Lexington, KY to learn firsthand what is happening in our agency and NASCOE. If you can't make the rally, find a way to attend your state convention. If conventions and meetings aren't your forte, then assist in building the NASCOE membership data base, follow NASCOE on Facebook, encourage your COC members to join NAFEC or sign up to be a PAC contributor of at least \$3 per pay period. There is a job for everyone. We just need you to pull with us to achieve our goals on behalf of membership and have a successful 2018. I want to thank the many that have already stepped up and please be an encouragement to those looking for a way to be part of the team. We have a strong leadership team in the Southeast area that will be detailed in this issue. Please feel free to contact me, Dawn or any of the SEA leadership team with anything you need.

Mike Mayfield, SEA Executive



National Association of FSA County Office Employees

SEA Executive Report

2108 Pre-Negotiations Meeting Report

Grapevine, Texas

January 12 - 15, 2018

Mike Mayfield

The NASCOE Executive Committee, National Committee Chairpersons, and area Negotiations consultants spent a busy weekend working on the behalf of membership. The meetings were very productive. We started early and worked late to make sure that the agenda was covered and several additional issues were completed not on the agenda.

The group worked through 48 negotiation items submitted by members from across the country. The Southeast Area submitted 21% of the negotiation items. That is good but, I think we can do even better. I want to challenge each of you to make gathering items that need to be negotiated with management a year long process. It is easy to let something fall through the cracks if not turned in when a specific situation occurs. Numerous IT items were bundled together and will be addressed as a group. The group established a top 10 to concentrate our approach in negotiating with management. Several other items dealing with personnel and staffing will be consulted on with management by the NASCOE Officers. Consultants and Execs will be working on items assigned to prepare the case that will be presented to management. Negotiations are tentatively expected to occur last week of March or first week in April.

In addition, to working on the negotiations process the executive board worked through committee reports, discussion with our legislative consultant and general NASCOE business. The following are some of the highlights of the work and information gleaned from the discussion.

- Conference call line only for Executive committee and chairs use (cannot currently be use by states)
- Committee was established to address ongoing problems over COC authorities. Primarily, concerns with performance evaluations, leave, meeting restrictions and supervision questions.
- Gaining experience and working knowledge of Farm+ could be beneficial
- There is definitely a move toward a Cloud based system in the future of IT
- NAFEC current membership is 821 counts regular members and associates (Members must help in continuing to assist NAFEC in growing this number)
- Consider adding Aglearn course in IDP on windows 10
- Work will continue to develop membership data base - I hope we have all seen through the shutdown how valuable a tool this can be in keeping members timely notified and up to date
- Report to Christy Randall any problems experienced with Dillard Financial Solutions. An on line form is being developed to make it easy for membership
- 12.5% of employees participating in PAC or 724 active members. Keep working on enrolling new members. We want the Southeast Area to keep leading the way. Neil Burnette does a GREAT job! He just needs our assistance and support. The goal for the year is to reach 850 contributors.
- New PAC promotion has started and Neil will be getting that information out to everyone.
- The farm bill discussion will begin to heat up quickly. The Secretary is scheduled to release the administration frame work January 24th.

The remaining two items are ones that I received the most questions about before going to the Pre Negotiations meeting. Those items were agency reorganization and staffing. Currently, it is believed that the main focus of the reorganization is far above the county office level. The priorities appear to be the development of the FPAC business center, Cloud computing options, streamlining the external portal access, improving rural connectivity problems, addressing internal software concerns and identifying duplicative business processes. I think we can all agree these are some things that can help us provide better day to day customer service. However, the devil is always in the details. Your NASCOE team will stay diligent and involved to provide suggestions on your behalf. Also, vigilant to assure resistance to anything that would prove negative to membership. Finally, on the issue of staffing. NASCOE understands fully the stress and strain that is being placed on the system by the continued hiring freeze. FSA is woefully under the prior FY employee ceiling and I know that everyone reading this is fully aware of those circumstances. Numerous options were discussed on how to encourage the administration to start advertising and backfilling open positions. Some decisions were made on how to push and hopefully those will be successful soon. Generally the group felt that with most SED's now in place and with State Committees now on board it should have a positive impact on getting jobs advertised. I want to encourage all of you to be reaching out to SED's and State Committee's to establish a relationship to push for the importance of backfilling positions in your state.

It was energizing working on behalf of you as members. I want to take the opportunity to thank you again for that privilege. I can only be effective with your support and the information that you provide on the needs of our membership to provide service to our customer The American Farmer and Rancher!! This is a team effort and each and every one of you are a very important part of that team.

Respectfully,
Mike Mayfield

A NOTE FROM THE SEA ALTERNATE
EXECUTIVE



DAWN OVESEN, KENTUCKY

First, I would like to introduce myself. My name is Dawn Ovesen and I am the CED in Logan County, Kentucky. I have been with FSA for 16 years, mostly spent in Monroe County, Kentucky as the CED. I am a Western KY University Graduate with a Masters Degree in Plant and Soil Science. GO TOPS!!

I want to take a minute and talk about the upcoming 2018 Southeast Area Rally that will be held in my home state. The rally will be in **Lexington, KY, April 11-14th, 2018**. We will be at the Embassy Suites for a fun filled four days! Tours will start on **Wednesday April 11th**. We will have the tour of new, state of the art, Bluegrass Stockyards, Claiborne Farm (known for hall-of-fame horses including Seabiscuit and Secretariat), Hartfield & Co. Small Batch Bourbon Distillery, and West 6th Brewery. **April 12th-13th** will be NASCOE meeting days that will include National Office Speakers, Dillard Financial Retirement Training, and SEA Business Meeting. Also, the evening of **April 12th** will be the NASCOE Scholarship Auction with karaoke to follow and the evening of **April 13th** will be the SEA banquet and dance. **April 14th** is scheduled to be a fun filled day of Keeneland, at your leisure, or participate in other great tourist attractions, such as the Bourbon Distilleries, located throughout the area.

Kentucky looks forward to hosting the 2018 SEA rally and can't wait to see you all there! Early registration of **\$45** is available until **February 15th**, after the 15th it will increase to **\$50**. Feel free to call me at **270-537-5462** if you have any further questions.

Dawn Ovesen, SEA Alt. Executive

Visit our website
for registration
& rally updates!

www.KASCOE.com

Southeast Area Chairs

- *Awards/Scholarships: Julia Davidson, Mississippi*
 - *Benefits: Clint Bain, Tennessee*
 - *Emblems: Nancy Chlapecka, Arkansas*
 - *Legislative: Neil Burnette, North Carolina*
- *Membership: Glenn Thomas, South Carolina*
 - *NAFEC: Pam Rhoades, Mississippi*
 - *Negotiations: Sabrina Conditt, Arkansas*
 - *Programs: Amy Moore, Mississippi*
- *Publicity: Megan Smith Kennedy, Georgia*

Awards/Scholarships

Julia Davidson

The SEA had a total of **34** scholarship and **8** DSA applications. The applications have been forwarded onto the state scholarship chairs for judging. See list below for a summary of applications submitted for each category.

❖ *Scholarship Applications*

Scholarship Type	Total Scholarship Applications
Traditional	17
Open Continuing Education	10
Continuing Education: For Members	1
Continuing Education: Adult Children of Members	1
Grandchildren	4
Associate Member	1

❖ *Distinguished Service Award Applications*

DSA Type	Total DSA Applications
Service to FSA: Agriculture	5
Service to NASCOE	2
Service to Community	1

Sick Leave Award request are due by **February 11th. Certificates are awarded to those with accumulated sick leave of 1000, 1500, and 2000 hours. I will print the certificates and have them available at the SEA Rally in April.

Julia Davidson, SEA Awards/Scholarship Chair

Benefits

Clint Bain

Greetings from the volunteer state! My name is Clint Bain and I am a CED in Columbia, TN. Columbia is located about an hour south of Nashville on Interstate 65. Some of you may be familiar with Columbia, TN due to the fact it host the world famous Mule Day each year in April. My wife, Calli, and I live in a rural area of Maury County named Culleoka. I have been employed with FSA for a little over 9 years and I have been a CED for 8 years. Prior to FSA, I worked 6 years as an agriculture extension agent with emphasis in the areas of 4-H and adult agriculture.

For the past 3 years, I have served as the TASCOC president and have previously served as vice president and legislative chair. It is now my privilege to be able to serve as your Southeast Area Benefits Chair for the upcoming year. Please don't hesitate to reach out to me if you have questions or concerns about your benefits. **Christy Randall** of Idaho is your **NASCOE Benefits Chair**. Please don't hesitate to reach out to Christy or me if you have questions or concerns about your benefits.

If you are a new employee or a new member of NASCOE, you may be interested to know that **Dillard Financial Solutions** is the official benefits provider for NASCOE. As a NASCOE member, you are eligible to receive free one-on-one retirement and benefits analysis to assist with long-term financial planning. Dillard Financial Solutions also offer numerous retirement and insurance products to meet the needs of NASCOE members. For more information, please visit:

<http://dillardfinancialsolutionsinc.com/nascoe/benefits/>. For other NASCOE benefits such as the Sam's Club discount, Working Advantage Program, and Airmedcare discount offers: <https://nascoe.org/benefits/>

Lastly, please feel free to contact me if you have any suggestions for benefits you would like to see available to NASCOE membership in the future. You may reach me by email: clihbain@gmail.com or by phone: **731-695-1333**. I look forward to hearing from you.

Clint Bain, SEA Benefits Chair

Emblems

Nancy Chlapecka



Ready for layering, this super soft, midweight fleece vest offers great warmth.

Available in winter white in sizes s-4X with USDA logo embroidered in black.

NASCOE by Superior

**216 South Main
St. PO Box 374**

**Marion, KY
42064**

NASCOE by Superior



LST860
Sport-Wick® Textured 1/4-Zip Pullover.

This mid-weight pullover has an unbeatable textured look with contrast zipper taping. Plus, it performs by wicking moisture. This mid-weight pullover has an unbeatable textured look with contrast zipper taping. Plus, it performs by wicking moisture.

Available in Pink Raspberry with embroidered USDA Logo in matching grey tone thread; Iron Grey with white embroidery or White with black embroidery.

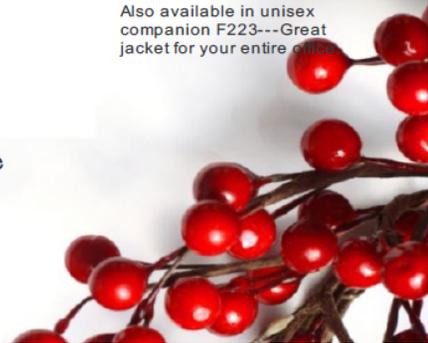


L223
Dark Fuchsia with white USDA logo or Pearl gray with black USDA logo.

For cool-to-cold weather, this lightweight microfleece jacket delivers warmth without unnecessary bulk. Perfect alone or layered, it's a great value and it features clear coil zippers with dyed-to-match chain stitching and taping. An anti-pill finish helps preserve a clean appearance.

Also available in unisex companion F223---Great jacket for your entire outfit.

Order by visiting nascocoe.org/store
or call 800.342.9273



Legislative

Neil Burnette

As I write this Legislative update for our SEA Newsletter, the south is entrenched in some of the coldest weather I have seen since I was young, which just means it has been a long, long time. Places like the Florida Panhandle, Savannah, Hilton Head and Virginia Beach are covered in snow, while the rest of us just shiver in these upper mid-west winter temperatures. It makes me long for spring, green grass and long warm southern days. I am already looking forward to the SEA Rally in Lexington, KY when I return to the place where the NASCOE bug first really bit me. The last time Lexington hosted a SEA Rally it was a totally awesome experience and I have no doubt that the 2018 Rally will be more of the same! I encourage as many of you as possible to make plans to attend the rally and fall in love with everything that Kentucky and NASCOE have to offer! I promise you it will be much warmer by then.

On the legislative front, things are likely to really get busy as we head into spring and the preparing of a new farm bill. Early reports indicate that the House could have a draft Farm Bill out by the end of February if other pending legislation goes well. The good thing is that changes are likely to be limited and most of the programs we have been administering will remain largely the same with some tweaks. Look for cotton to return as a program commodity and expect some big adjustments to the Margin Protection Program (MPP). Hopefully a full year budget will be passed in February. That bill that could include several other key items like budget control measures, raising of the spending cap and national disaster funding for hurricane and wildfire relief.

Another big issue that we are keeping an eye on is the OneUSDA concept, or how the new FPAC philosophy will impact us. Thus far, details seem to be a well-kept secret held only by those at the very top. The reality might be that Department leadership is focusing on getting the FPAC Business Center firmly established before working their way down to field level changes and those plans have not been developed yet. You can rest assured that our Legislative Consultant, Hunter Moorhead, your National NASCOE Officers and the Legislative team will be monitoring the situation very closely.

One of the things that we have been working on for quite a while now are congressional contact spreadsheets. Each state was asked to provide a contact person for each US senator and congressman in their state. This information is of vital importance. Believe it or not, sometimes things can happen fast in WDC. There are times when NASCOE needs to get close to a particular member of Congress quickly when there is legislation being written that affects FSA. Having the name and contact information of a person that has a close personal connection to that member of Congress can mean the difference in FSA coming out on top or on the bottom of that legislation. If YOU are one of those people that has a personal relationship with a member of Congress, PLEASE contact your state president, and state legislative chairperson, and myself so that we can be armed and ready if the need arises.

Last, but certainly not least, is the NASCOE PAC. A Political Action Committee may not be something that you necessarily approve of and may not be the way that you think government should work, but the reality of it is that without a PAC you have little to no influence. Pretty much every organization that has any say in WDC has a PAC. Many PAC accounts are funded by millions of dollars. All of your Ag commodity organizations have them, your Ag credit institutions, and your livestock organizations do as well. Like it or not, PAC's are essential to having your voice heard. The PAC gets NASCOE a seat at the table. If we are not at the table, you can pretty much rest assured that we are going to be on the menu. SUPPORT the NASCOE PAC so that our jobs and benefits are not on the menu when the next round of cuts comes along. Consider your PAC contribution a low cost insurance policy that helps protect your job.

Our current PAC promotion will get you a new stainless PAC tumbler when you enroll in the PAC at \$3/PP or increase your current PAC contribution by \$3/PP or more! Is protecting your job, your family's livelihood, worth at least the price of a milkshake every two weeks? Mine certainly is! Access the PAC enrollment and increase forms on the NASCOE website under the Legislative link. We all know that the SEA is the best area, but we currently trail the NEA and SWA in percentage of contributors, so let's regain the lead and show the rest of the nation how the SEA rolls. The SEA had 3 of the 4 teams in the college football championship, so surely we should be stomping the other areas in PAC contributions as well! Show your team pride and be a BULLDOG, attack this challenge like a TIGER and ROLL like the TIDE! Which state can generate the largest percentage increase before basketball tourney time?

Neil Burnette-SEA Legislative Chair

Membership

Glenn Thomas

Hello Southeast Area!

My name is Glenn Thomas and I am a CED in the Upstate of South Carolina. I have been with the Farm Service Agency for 31 years and still going strong. I have been honored to serve in many positions with my state association (SCASCOE) as well as representing the Southeast Area as your benefits chairperson for many years.

This past fall, I was honored once again when I received a call from SEA Exec - Mike Mayfield and asked to serve as your Southeast area membership chairperson.

During my time with this agency, I have seen many changes. I was here when we were still known as ASCS, then changed to CFSA and on to FSA. I have seen administration changes, multiple farm bill implementations (which we are about to experience again), as well as the change to the AS/400 computer system on into the new MIDAS system we use today.

Through these changes, there has been a constant within our agency and that has been NASCOE. NASCOE has always been there to represent the employees of our agency which includes both members as well as non-members. I know personally of the countless hours spent behind the scenes by NASCOE officers, committeepersons and many others working on our behalf to help ensure that we can serve our producers and do so in good working conditions and with the many benefits that we have enjoyed throughout our careers. I can assure you that the benefits we now enjoy were not given to us. They came about in discussions and negotiations with management and Congress that proved pivotal in not only maintaining our benefits, but improving them. However, just as in life, things are not guaranteed!

Have you ever taken a moment to think about where we would be if it were not for NASCOE and our state associations?

We have all seen the reports concerning the reorganization of USDA as well as the proposed budget cuts for 2018. I am not trying to bring these topics up to scare anyone, as there is going to be a lot of discussions, negotiations and bargaining to take place before the final budget is passed into law. However, I do feel that NOW is the time that we need to work hard to strengthen our membership!

As of January, the SEA membership stands at **80%**. This is not where we want to be, especially as we go into a new budget and Farm Bill year! I heard the statement at the 2017 All-South Rally that still rings true to me, "If you do not have a seat at the table, then you are probably on the menu!" In my travels representing SCASCOE and with the SEA, I have seen for myself the progress that NASCOE has made to make sure that we do have a seat at the table. Now is not the time to take our foot off the pedal and coast. There is strength in numbers.

Each of us need to reach out to those who are nonmembers and tell them the reason that YOU are a member of NASCOE and what it means to you as well as what it will mean to them. For those of you who are not members I only ask that you take a moment and talk with those who are members in your state, review the materials provided and ask yourself the question "What is the real reason I don't support an Association that is representing me?" It is time to get off the bench and get involved. We need everyone's support and expertise.

BE ACTIVE.

Glenn Thomas, SEA Membership Chair

NAFEC

Pam Rhoades

Happy New Year from the SEA. 2018 has started off in a full run with all the uncertainty that we have faced this year from staffing to furlough. With all of the that we face daily, I would like each of you to know that your NAFEC leadership has remained diligent working with management to ensure that that your COC issues are being heard. Any issues that hinder the structure, strength and integrity of the COC system remains top priority, which means you and I as employees, also remain top priority. NAFEC leadership had the opportunity to attend the NASCOE Pre-Negotiation meeting held in Grapevine, TX, and January 13-14 of this year. NASCOE's NAFEC committee chair, Billy Denison was in attendance along with NAFEC President Craig Turner to discuss issues ensuring that Management is aware of our concerns. Working together, NASCOE and NAFEC is sharing thoughts and ideas with management that included the need for monthly COC meetings and to clarify the COC's specific role as the CED's direct supervisor in the performance planning process, mid-year reviews and the evaluation process. Since returning from the pre-negotiation meeting the NASCOE NAFEC Committee has been actively at work in the following areas;

- **NAFEC membership drive documents. Documents have been sent to each of the SEA State Presidents to share with the County Offices.**
- **Increasing NAFEC Associate member enrollment**
- **Stabilizing and updating NAFEC membership data-base**
- **Updating the NAFEC membership application form, and as always**
- **Addressing concerns of NAFEC members and FSA employees as they are brought to our attention**

In addition, **President Craig Turner** wanted to make sure that he expressed the following;

“NAFEC appreciates everything NASCOE members are doing to pass along NAFEC membership to their COC members. Many of things that NAFEC has been doing the past few months are dealing with personnel issues that involve County Committees so he’s wasn’t able to talk about any of those specific cases. There have also been visits with new USDA leaders and informational items shared with top USDA officials to introduce the new Administration to NAFEC and the importance of FSA’s County Committee system. Currently, NAFEC is in the midst of changing membership listing responsibilities from JM Marketing’s home office over to Bob Braden, NAFEC’s Secretary-Treasurer. He stated that since reconciliation of the NAFEC membership listing has begun to account for only the most current dues paying members, there are 874 Regular and Associate Members. It’s hoped that with NASCOE membership drive efforts this month, we’ll see that number get back above 1,000 members soon.”

One other item that I would like to share is Congratulations to a couple of longtime supporters of NAFEC:

Alabama-David McCurdy for becoming the SED for Alabama.
Arkansas- David Curtis for becoming the SED for Arkansas.

Both have been longtime members of their State Associations and NAFEC. David McCurdy has been an Associate NAFEC member for 30+ years. David Curtis has been an Associate NAFEC member for 15+ years. Thank you both your loyal support and dedication to NASCOE, your State Associations and NAFEC. We wish you success in your new leadership positions.

As a reminder, in early January NAFEC Membership Drive documents were sent to each of the Southeast Area Presidents and NAFEC chairs to share with their County Offices. If you have not received a copy of that e-mail or need me to resend please do not hesitate to give me a call (my cell is listed below) and I will send it to you directly. In addition, at any time if you would like for me to discuss NAFEC with your COC just let me know.

Visit www.fsacountycommittees.org to learn about NAFEC and ways you can support your COC by getting your COC members involved. Your support of NAFEC makes your county office and your county committee stronger because the NAFEC leadership is constantly engaged with National and State FSA management that affect County Office employees, the COC system, and our customers!

Pam Rhoades, SEA NAFEC Chair

Email: pamelasureshot2@aol.com

Phone: 662-769-0688

Negotiations

Sabrina Conditt

The 2018 pre-negotiation meeting was held the weekend of January 13th-14th in Dallas, TX. There were **48** items sent in from all areas. Each item was reviewed and discussed. After each item is discussed it is either referred to a committee, consulted with management, negotiated with management, reviewed by officers with management or not presented at this time. The items that will be consulted or negotiated with management are assigned to a negotiation consultant and an area exec to be written up with NASCOE's position. After this is completed the items are forwarded to the NASCOE secretary who then will forward them to management.

A meeting will be set up in March or April for the board, execs and consultants to meet with management to discuss the items that have been sent in. In some cases management will agree with NASCOE's position but in some cases we agree to disagree.

I would like to encourage everyone to send your items in as soon as possible you do not have to wait till they are due. Also, I would like to thank all of you that sent items in this year. The Southeast area sent in **10** items.

Thanks,
Sabrina Conditt, SEA Negotiation Consultant

Programs

Amy Moore

Hey guys!

I hope everyone had a Merry Christmas and Happy New Year! It takes 6 month to prepare for the holidays and then within a matter of minutes, it's all over!

It's been such an honor to serve as the Southeast Area Programs Chairperson for 2018.

So far in fiscal year 2018 we've had **6** programs submissions from the Southeast Area. While I am thrilled at that, I still urge you to keep submitting!

If you're thinking, "No, I'm not going to send my suggestion because they may think it's stupid". Let me stop you right there! **THERE IS NO STUPID QUESTION OR SUGGESTION!** I cannot stress that enough, so keep them coming!

To submit a Program's Issue go to the NASCOE website: NASCOE.org; click on **Forms and Documents**; then, click on **Programs Submission**. It's very quick and easy.

Every submission is addressed, so they don't actually go into a black hole.

If you wish to look at old submissions go to the NASCOE website, on the right side bar select **Programs** and there they'll be.

I appreciate your support to NASCOE and if there is anything I can do for you as the SEA Program Chairperson, please let me know.

Sincerely,

Amy Moore, SEA Programs Chair

Publicity

Megan Smith Kennedy

Happy New Year, Yall! I hope everyone enjoyed their time off and it was well spent with the ones you love most. It's a new year! Let's make this year better than the last! As always, I am open for new ideas and even bringing back "oldies but goodies". We need CHANGE! Please reach out and let me hear your thoughts. This is OUR employee association. Let's join together and make it the greatest yet.

If you have not already done so, please visit the KASCOE site and register for the 2018 Southeast Area Rally! **If you know you are going to the SEA Rally in Kentucky, what are you waiting for?!** Let's help KASCOE with their participation numbers! As most of you know, putting on a rally is a task and one way you can help out is by registering and reserving your room early. By doing so, it helps the host state plan events, coordinate space, and get a better handle on financials. KASCOE has made registering easy for you! You can register online or print the registration form off and mail your check in. Don't forget to book your room at the *Embassy Suites!* All of this information and more can be found on KASCOE's website: www.kascoe.com.

Want to save money and have fun all at the same time?? For those that are interested, **Georgia has booked a charter bus through Quality Transportation for the trip to and from Kentucky.** We checked the prices of direct, round trip flights out of Atlanta and the tickets currently price over \$500! Since Georgia is putting a bid in for the *2020 NASCOE National Convention in Savannah, Georgia*, we wanted to have more members from our great state present at the 2018 SEA rally and 2018 NASCOE National Convention. The tentative plan is to leave Atlanta, GA on **April 10th**, around **12:00 PM** arriving in Lexington, KY around 1:00 PM. For the return trip, we will leave Lexington on **April 15th** around **8:00 AM** and return to Atlanta. We currently have Alabama, Florida, and Georgia members riding up and over to meet us in Atlanta.

The route is planned to start in Atlanta, GA and go through several cities in Northwest Georgia, on to Chattanooga, TN, then through Knoxville, TN, on through Richmond, KY and arriving in Lexington, KY. I will be driving from Washington, GA to Atlanta (which is about an hour northwest of Augusta and an hour east of Athens). If anyone wishes to meet at my house (or other convenient location) and ride up to Atlanta, yall are welcome to do so. If a pickup stop along the planned route is needed, we may be to easily accommodate you!

The charter bus can carry up to **35** passengers. The bus has features such as: an onboard restroom facility, high back reclining seats, climate controls, outlets, overhead storage space, and iPod connections. As of today, we have **20** seats spoken for. The more riders we have, the cheaper it will be for everyone.

To add to the fun, some of Georgia's finest farmers have generously donated to the "food and beverage fund" for this trip. GACOE will have plenty of food and beverage onboard available for your enjoyment. If you wish to bring your own snacks and beverages, please feel free to do so! The charter company has two bus rules: **1. NO GLASS BOTTLES & 2. NO SMOKING ON THE BUS.** Come ride with us! Trust me, this is a trip you don't want to miss!

Please contact me if you have any questions and to reserve your seat. **Reservations for your seat need to be made by March 23, 2018.** You can reach me on my cell: **706-401-1448** or by email: megan.kennedy004@gmail.com. We look forward to spending time with you on this trip and can't wait to visit with the rest of our NASCOE family in Lexington, Kentucky!!

Don't forget!

Send in those stories/announcements from your state membership!! You would be surprised at the feedback I receive from those posted in the last newsletter. Birth announcements, retirements, awards, promotions, new life events, etc. Also, if there are pictures to accompany the story, send those to me as well!! Thank you for all that you do for our employee association.

Warmest Regards and GO DAWGS!,

Megan Smith Kennedy, SEA Publicity Chair



State News



ALABAMA

- Congratulations to former DD, David McCurdy, on being selected to serve as SED! We appreciate your leadership and support throughout the years and look forward to what the future holds.
- Congratulations to Sheryl Blakely, PT on her retirement!

ARKANSAS

- Congratulations to former SEA Executive and CED, David Curtis, on being selected to serve as SED! The Southeast Area could not be more proud of your accomplishments and leadership.

FLORIDA

- Congratulations to CED, Marcinda Kester on her newly elected secretary position with NASCOE!

GEORGIA

- GACOE is bidding for the 2020 NASCOE National Convention this year in South Dakota! If chosen, we plan to host the convention in Savannah, GA at the Hyatt on River Street. Let us know what we can do to make this convention more enjoyable for you!
- Congratulations to Georgia's District 4 executive committee member, Cathy Smith, for being selected by the Bainbridge-Decatur County Chamber of Commerce for the 2017 Ag Woman of the Year Award!
- Congratulations to Ray Pate, CED, on the birth of his grandson!
- Congratulation to the following 2017 National Administrator's Award winners: Gay Harris- Team Award, Elaine Smith- Lifetime Achievement, Megan Kennedy- Support Services, and Kyle Mansfield- Non-supervisor of the year.
- Are you on Facebook? Check out GACOE's Facebook page! We post regularly and would love to have you as a follower!

KENTUCKY

- KASCOE is gearing up for an amazing SEA Rally in Lexington, KY. Don't forget to register and reserve your room at the Embassy Suites. We look forward to seeing everyone in April!
- Congratulations to CED, Dawn Ovesen on her newly elected SEA Executive Alternate position with NASCOE!



State News



LOUISIANA

- Congratulations to Beau Fontenot, Ella York, Courtney Francois, and Jamie Rodriguez on the recent births of their children.
- Congratulations to Craig McCain on being selected to continue to serve as SED.

Mississippi

- The 60th MACOE Convention will be held April 6th-7th at the Hyatt Place in Ridgeland, MS. Registration will be from 3:00-5:00 on April 6th at the hotel. A social time will be from 5:00 until 7:00 at the hotel. Meeting will start at 9:00 on Saturday morning. Please consider this your invitation to attend the 60th MACOE State Convention! Please contact MACOE President, Rob Riggan, or MACOE membership for more information.

SOUTH CAROLINA

- Congratulations to former NASCOE President, Wes Daniels, on the upcoming birth of his first grandson! Wes' daughter Kalli is due the early part of July.

NORTH CAROLINA

- Warm welcome to the new SED, Len McBride, who has 32 years with the agency and supporter of NoCASCOE. Also, welcome aboard new STC members. We look forward to working closely together and helping our agency and employees move forward.
- NoCASCOE's state convention will be April 18-21st at Carolina Beach, NC.
- NoCASCOE has shared in the joys of its members with birth announcements and grandchildren but have also grieved with members on their various losses. This shows just how close members are to one another and how they pull together to support and encourage one another during the good and bad times.

TENNESSEE

- Congratulations to Mike Mayfield on his progression from SEA Alternate to SEA Executive! We look forward to your continuing guidance and leadership.

VIRGINIA

- Congratulations to Jill Jones, Tappahanock, VA FSA Office, on her recent retirement. Jill has worked for the agency for 40 years! What an accomplishment!

2018 NASCOE Southeast Area Rally

April 11-14th, Lexington, KY

Rally Down the Backstretch to Kentucky NASCOE's Southeast Area Rally



April 11-14, 2018

Embassy Suites, Lexington, Kentucky

Reservation info, online registration form, and more details posted as available at: www.KASCOE.com/conventions.html

SUMMARY OF TENTATIVE AGENDA

Wednesday - Group Tour

- ✓ New, state of the art Bluegrass Stockyards
- ✓ Claiborne Farm - known for hall-of-fame horses including Seabiscuit and Secretariat
- ✓ Hartfield & Co. Small Batch Bourbon Distillery
- ✓ West 6th Brewery

Thursday & Friday - State and National Office Speakers, Association Business, Dillard Financial - Retirement/Benefits Presentation

Saturday - Attend racing at Keeneland at your leisure

For Registration and hotel accommodations visit:

<http://www.kascoe.com/Conventions.html>

2018 NASCOE National Convention

August 2-4th, Sioux Falls, South Dakota

NASCOE Convention Sioux Falls SD 2018

South Dakota has won the bid for hosting the 2018 NASCOE Convention. Now we need the help of the membership.

The dates are set for – **August 2, 2018 – Saturday August 4, 2018**
Best Western Plus Ramkota Hotel, Sioux Falls SD

*Room rates are \$104.99 plus tax

*We will have all 225 rooms plus quality hotels nearby to honor the rates and time frames

*Free Shuttle service which will help to shuttle all to and from the motels from the airport and even with the guest staying in nearby hotel's

*All Meeting rooms are free if we fill 910 room nights through this week. Savings to our members on registration

*More to come on the motel accommodations in the future. It has been suggested that as many of the SD group stays at the off-site hotel as needed so that we give our guest a place where all activities are held. We will of course continue to fill so that all rooms are taken at the Best Western. More information to come!

We will be holding meetings and conference calls to help in the planning and organization of this National Convention.

Becky Zirpel and Joel Foster will Co-Chair the event.

Please contact one of the following people for more information:

Joel Foster – jrfoster@itcmilbank.com or work

Becky Zirpel – flyingz@alliancecom.net

Larry Olsen, Advisor - larryeolsen@yahoo.com

Please visit: <http://www.sdascoe.org/2018-nascoe-convention.html> for more information and to register for the convention!