

# NASCOE Accomplishments

## During the 1960's



Government Life Insurance



Civil Service Retirement



Severance Pay



Increased Leave Earnings



Transfer Employment into USDA without loss of grade, leave or tenure



Pay Increases – Timed with Civil Service's

## During the 1970's



Reclassification of CED's and PA's



Secured "Saved Grades" where grades were reduced due to reduction in workload and/or reclassification.



Credit for past County Office experience in lieu of education for CED training positions.



Vacancies in jobs above the County Office level now released to the County Office.



Secured a Washington consultant to represent interest of County Committee employees.

## During the 1980's



Grievance Procedure



Travel Co-op and NASCOE Travel Service



Scholarship Program



Legislative Fund



Eye Wear service discount



Advertising Program Assistant vacancies to County Offices within the state



Magic Kingdom Club Card



Passage of Transfer Bill



Supplemental Insurance on payroll withholding



Upgrading of PA job description



Negotiated with Management for a significant increase in number of Grade 12 offices.

## During the 1990's



PA reclassification approved



CED reclassification approved



CPA reclassification eligible for upgrades



Lead PA grade increase in shared management offices



Compressed work schedule made available



ASCS/FSA Awards Program increased 500%



Donor Leave Program Implemented



Grievance procedure reintroduced in handbook procedure



Appeals procedure information available to those needing



Scholarship program increased



Legislative program improved



Maxi-flex Implemented

## **Recent Accomplishments of NASCOE Through Negotiation & Consultation with FSA Management**

Each year, NASCOE meets with FSA Management to negotiate or consult items submitted by members of NASCOE. Throughout the years, NASCOE has successfully negotiated member's concerns. Some of the more recent accomplishments include:

FSA agreed to establish a Classification Task Force to continue to work on a new method of classification where grades are based on knowledge, skills, ability and complexity instead of workload. To bring CED grades more in line with other similar management positions in USDA, the grade CO-10 was eliminated and all CO-10 CED's were upgraded to CO-11.

FSA agreed to have a classification task force develop a new method of grade determination based on knowledge, skills, and ability.

### **1996**

- NASCOE requested that the CED job description be expanded to include Ag Credit responsibilities.
- With the Agency downsizing and budget constraints, NASCOE expressed the need for an employee buyout and/or early retirement options. The buyout was offered in 1996 and 1997.

### **1997**

- CED Classification system implemented removing management grades from being determined totally by the workload report. Most CO-9 CED's upgraded.
- With the changing environment of the agency, NASCOE requested that FSA rescind the rule requiring that a CED remain in their first county for 18 months.

### **1998**

- NASCOE requested and management agreed for cross-training of all FSA programs including FLP.
- Before 1998, GS and CO were treated differently when it came to awards and performance ratings. NASCOE fought to achieve parallel benefits between CO and GS with regards to awards and performance.

### **1999**

- NASCOE requested that Maxi-flex be implemented. FSA agreed to offer this alternative work schedule to CO employees.
- NASCOE requested and management agreed to allow two CPT's in large shared management counties.
- CED's in shared management offices received laptops per NASCOE's request.

### **2000**

- NASCOE accomplished a significant increase in CED upgrades including all remaining CO-9 CED's.
- NASCOE accomplished reconsideration of all county office closures

### 2001

- NASCOE got CO and GS employees on a level playing field when competing for federal jobs
- NASCOE got loan approval authority for CO employees who complete training

### 2002

- NASCOE negotiated with FSA to ensure that suspensions pending investigation will occur only when credible evidence is produced.
- NASCOE got NAP added under the Program Variety element and soybean/oilseeds added under the Crop Production element in the CED Classification and Pay Plan.
- NASCOE got all FSA employees, their family members, and County Committee Members eligible to apply for direct and guaranteed loans through FSA.

### Each Year

- **Yearly cost of living and locality pay** – Each year NASCOE must request that CO employees receive the COLA that other federal employees receive.

#### Recent Legislation in Effect with NASCOE's Support

- **The Friendly Family Leave Act** – Allows employees to take sick leave to care for ill family members or to attend a funeral of close family members.
- **Passage of the Hatch Act reforms** – Allows CO and GS employees more freedom to work on Political Campaigns.
- **Increase of two new TSP Funds** – International Stock Index Fund and a Small Cap Fund.
- **Rights to Withdraw TSP Funds** – Funds can now be withdrawn at 59 ½ years of age.
- **Federal Retirees will receive COLA's in January of effective year**
- **Employee Transfer Rights** – Allows CO employees to apply for GS positions without losing status.

- **The Transfer Bill** – Allows CO employees to transfer to GS positions without losing step in grade.
- **2002 Farm Bill** – Allows CO employees the right to loan approval authority and makes all FSA Employees, County Committee Members, and their families eligible to apply for direct and guaranteed loans through FSA