

WASCOE Newsletter

WISCONSIN
ASSOCIATION
OF
FSA
COUNTY
OFFICE
EMPLOYEES



2023-2024

Officers

President:

Shelby Niskanen, Clark County

Vice President:

Chris Gordon, Washington/Ozaukee County

Treasurer:

Jon Beam, Outagamie County

Secretary:

Shelly Daug, Juneau County



March 2024

2023-2024

Area Directors

Area District 1:

Heather Kirkpatrick, St. Croix

Susan Schwebach, Dunn

Mallory Harrelle, Eau Claire

Area District 2:

Sheila Buchholtz, Richland

Sharon Baecker, La Crosse

vacant

Area District 3:

Jodie Groeschel, Outagamie

Stephanie McCarthy-Wondercheck, Fond du Lac

Brandi Bender, Fond du Lac

Area District 4:

Joelle Rosinsky, Oconto/Marinette

Stephanie Knutson, Portage

vacant

Area District 5:

Dawn Oliver, Green

Lori Edquist, Racine/Kenosha/Milwaukee

vacant

CONNECT WITH US

<https://nascoe.org/>

<http://wisconsin.midwestnascoe.org/>

<https://www.facebook.com/WIWASCOE/>

All FSA employees are cordially invited to the 62nd Annual WASCOE Convention at the Chalet Landhaus Inn in New Glarus, WI on April 26, 2024. This year's theme is **Connecting the Dots** between our careers in the county office, benefits, and retirement. It is a time and place for members and non-members to review our common goals and celebrate our successes for better wages, software, and benefits we did not always have.

You will get to meet and talk with State Office staff at the Convention. Other featured speakers include retired WASCOE members, Blue Cross/Blue Shield representatives, and Tammy Vaassen, Wisconsin Beef Council. The day's activities conclude with the scholarship auction.

Dillard's Financial, NASCOE benefits provider, will be in attendance. They will provide benefit guidance for early to mid-career attendees as well as late career attendees. You may request a complimentary income analysis report that keeps you on track for retirement.

Here are ways to prepare for the Convention. Buy a raffle ticket from an officer or director. This helps WASCOE cover convention costs and you may win if you participate. Assemble an item for the auction from your office. All contributions are appreciated.

Make your hotel registration. Contact Chalet Landhaus at 608-527-5234. Mention the block code, "WASCOE" and the dates you will be staying. Complete your registration for Convention registration. Friday's attendance includes lunch. You get a break on the price if you attend both convention & dinner banquet.

Are you a first-time attendee-member or non-member? Please indicate this on the registration form and your name will be entered into a drawing to have Friday's registration paid for by WASCOE. You must be present to win.

Lastly, scan the QR code in this newsletter. It takes you to the WASCOE website. This is your membership manual. Read up on what WASCOE/NASCOE has done for you. Connect your own dots and join us in New Glarus!

Shelby Niskanen
WASCOE President

2024 WASCOE CONVENTION

Friday, April 26, 2024

Chalet Landhaus Inn, 801 Highway 69, New Glarus, WI 53574

Room Rates for *Thursday, April 25th* is \$100 + tax and *Friday, April 26th* is \$125 + tax.

Rooms are double occupancy. Additional persons are \$25 per person. Upgrades may be available. Reserve your room by calling (608) 527-5234 & mention the block code, *WASCOE*, & *date of our event*.

Included in the room rate is a buffet-style continental breakfast.

Any unfilled rooms in the block will be released 30 days prior to the convention – Don't delay!

Lunch will be a soup, salad, and sandwich buffet:

Fresh homemade soup of the day, fresh greens with dressing, vegetable salads, locally produced cold cuts and cheeses with breads to build your own sandwiches along with sliced tomatoes, onions, condiments, and freshly baked cookies. Coffee, tea, milk, or soda included.

Dinner will be a house salad, grilled chicken breast, ham, Swiss steak, Landhaus Au Gratin potatoes, Roesti potatoes, fresh vegetable, and rolls and butter. Coffee, tea, milk, or soda included.

Are you a first-time attendee to the WASCOE convention? If you are, indicate below and you will be entered into a drawing to receive your registration on behalf of WASCOE. Up to a \$31 value!

A winner will be selected for every 25 people registered! Must be present to win.

Our theme this year is "Connecting the Dots!"

| | |
|--|--|
| Name: _____ | Convention Registration Only*: \$31 x ____ (# of people) \$ _____ |
| Address: _____ | Banquet Dinner Only: \$35 x ____ (# of people) \$ _____ |
| City: _____ | Both Convention* & Dinner Banquet: \$64 x ____ (# of people) \$ _____ |
| State: _____ ZIP: _____ | TOTAL ENCLOSED: \$ _____ |
| Phone: _____ | *Convention Registration includes lunch |
| Email: _____ | Send this registration form and your check made payable to "WASCOE" to: Jon Beam, Treasurer 3369 W Brewster St Appleton, WI 54914 |
| Guest(s): _____ | Mail no later than Monday, April 15, 2024 |
| First Time Attendee (Yes or No): <input type="checkbox"/> | Note: Due to inconsistent mail delivery concerns, email Jon Beam to ensure your registration is received. Please email Jon and Shelby if you have any food allergies so we can make accommodations. |
| Questions? Contact Jon Beam & Shelby Niskanen Jon: bearsfan2003@gmail.com Shelby: s3morse@yahoo.com | |
| Scholarship Auction Reminder If you wish to donate an item for our scholarship auction, please bring it with! | |

Save the dates:

❖ April 26-27, 2024 - WASCOE State Convention

- Chalet Landhaus Inn in New Glarus, WI
- Theme: **Connecting the Dots**
 - How has NASCOE "nailed it"
 - "Connecting" with co-workers across the state
 - Learn more about your benefits
 - Learn the processes the STO handles
 - Learn the differences between the Farm Bill and the Law (policies) we administer (CFR)

❖ April 11-14, 2024 - Joint Northeast/Midwest Area Rally

- Freeport, Maine
- See attached details.
Please contact Shelby Niskanen (s3morse@yahoo.com) for delegate information.

❖ August 7-10, 2024 - NASCOE National Convention, hosted by IASCOE

- LOCATION: The RiverCenter 136 E. 3rd St, Davenport, IA 52801
- Theme: **Headed to the Heartland**
- Bring your favorite "Roaring 20s" attire
- <https://nascoe.org/2024-nascoe-convention> for hotel and registration details.

WASCOE STANDING RULES for delegates attending for Rallies and National Conventions.

Delegates, as determined by the membership at large shall receive compensation consisting of:

A. Mileage from their home and return at the rate of 75 % of the GSA rate per mile rounded to the nearest higher \$.01. or travel by commercial carrier, whichever is more advantageous to WASCOE financially.

B. Necessary lodging, at the single room rate, not to exceed the actual cost per person. The cost of the delegate's lodging, registration, banquet fees, mileage and any other miscellaneous expenses shall be reimbursed when the President approves the filed report.

UNIONS VS. EMPLOYEE ASSOCIATION



NASCOE ASSOCIATIONS



HOW ARE UNIONS FORMED?

Unions are typically formed in response to poor working conditions or low wages and are designed to give workers a collective voice in negotiations with their employers. They negotiate collective bargaining agreements that cover issues such as wages, benefits, and working conditions. Unions are typically run by **elected officials** and may have paid staff to assist with their operations.



WHAT CAN UNIONS DO?

A Union is an organization that represents workers in collective bargaining with employers, and members of a union have the legal right to engage in collective bargaining with an employer. The employer is also legally obligated to bargain with the union.



WHAT IS AN ASSOCIATION?

An Association is a group of individuals or businesses that come together to achieve a common goal, and that goal could be anything within our job. Associations have employees that volunteer time to achieve those many goals. Goals as in better wages, software, and benefits that we may not had in the past.

ASSOCIATIONS CAN'T STRIKE!

Since June 12, 1962, NASCOE has exclusive rights to represent all county office employees in consultations and negotiations with management of FSA and USDA under the Labor Management Relations Agreement. Employees covered by this agreement do not have any rights to individually or collectively to strike, cease work, or otherwise interfere by concerted action, in any way at any time with the expeditious accomplishment of assigned work.



Want more information?

Scan the QR code to visit our website and find out more information and how to get involved!



<https://nascoe.org>

Why Join WASCOE/NASCOE?

WASCOE is an association consisting of dedicated employees just like you; employees who have the goal of making sure that FSA is a premier place to work!

NASCOE is the only association recognized by management to formally negotiate on your behalf. For example, recent negotiation items included increasing pay grades for employees and making sure the performance rating process is uniformly applied to all. The process to submit issues for consideration in the negotiation process is very simple and is a great conduit for improving the workplace.

A robust legislative program that employs one of the top consultants in Washington, DC to make sure FSA is recognized as the “can do” agency when it is time to administer farm programs, thus insuring a high level of accuracy at an economical cost to taxpayers. More programs ensure a long career as you embark on your FSA journey. NASCOE’s legislative agenda includes making sure that FSA employee benefits are maintained and improved so we are always vigilant in watching benefits legislation.

NASCOE offers other benefits ranging from retirement planning/products to scholarships for children of our members. Also, in the rare instance when an employee faces an adverse action by the agency (and I do mean rare, but it is nice to know) NASCOE also provides one free hour with the NASCOE attorney to assist you in making the best decisions in those circumstances. For more detailed information, please visit our benefits page.

How to become a member: [Membership Application](#) / [FSA-444](#) / [Withholding Amount Memo](#)

Payroll Deduction

The easiest way to become a member and ensure you remain a member is to enroll in payroll deduction. For a small bi-weekly deduction, you can enjoy all the benefits and have peace of mind that you are always current with your membership. By enrolling in payroll deduction, you also ensure you get the \$5 discount! To enroll in payroll deduction, complete the membership application, the FSA-444, withholding amount memo, and return them to our treasurer, Jon Beam, at the Outagamie County Office.

Check and Mail

If you wish to pay by check, complete the membership application and mail it with a check made out in the amount indicated by your current grade to our treasurer, Jon Beam, at the Outagamie County Office..Associate memberships are always at the rate of \$45 annually.

You can find all the information you need to become a member of WASCOE/NASCOE here:

<http://wisconsin.midwestnascoe.org/wisconsin/membership/>

Marilyn Lentz
Membership Chair



This QR Code gives you a direct link to the WASCOE website where you can find updates and other matters important to Wisconsin Membership.



How has WASCOE/NASCOE served you?

- During a Midwest Area call, it was noted that offices are experiencing printer problems with the MPS3 printers. Zach Ducheneaux, FSA Administrator, is aware of the problem and working to get it corrected. In the meantime, keep filling out work tickets with printer problems.
- Sign up for the NASCOE APP. The directions are on the <http://wisconsin.midwestnascoe.org/> or simply scan the QR code.
- NASCOE nailed it! Your suggestions to the programs/negotiation page led to the formatting changes on the Producer Farm Data Report. Keep the suggestions flowing.

WASCOE Cash Raffle & Scholarship Auction Baskets

WASCOE has two fundraising opportunities that we commit to each year. The cash raffle we offer is to fund our general expenses as an organization. We volunteer our time for meetings and such, but we do have regular costs associated with hosting a State Convention and normal administrative costs that go along with operating an organization. Reach out to a WASCOE officer or director to purchase your raffle tickets today.

The second commitment is a scholarship fund that you can read more about on page 10 of this newsletter. We, as well as NASCOE, offer several levels of scholarships to qualified individuals. To fund the scholarships properly, we ask member offices and/or individual members to obtain and donate items or baskets for an auction at the State Convention. Even if no one in your offices is attending the State Convention, we'll figure out a way to get your items there for the auction.

WASCOE CASH RAFFLE
3026 N Mason St., Appleton, WI 54914
Proceeds go to general fund

1st PRIZE \$1000
2nd Prize...\$500
3rd Prize...\$250
4th Prize...\$100
5th, 6th & 7th Prize...\$50

ONLY 250 Tickets Sold **\$20.00 Per Ticket**

Drawing to be held April 26, 2024 at
WASCOE Convention - Chalet Landhaus Inn, New Glarus, WI

WANTED

WASCOE is seeking individuals from the membership to serve as a director on the board. WASCOE needs **one person each** for Area 2, Area 4, and Area 5 (see WASCOE Areas map on the last page). Additionally, we are seeking individuals to serve as committee chairs. The chair positions are often not sitting board members and WASCOE encourages that.

On average, the board meets each quarter with a few more meetings closer to the State Convention. WASCOE directors are asked to listen to membership concerns and share that information at the board meetings. Directors are asked to review the agenda before meetings and come up with an idea or two to contribute to the conversation.

Your time and leadership are needed to move WASCOE forward. Please contact Shelby Niskanen at s3morse@yahoo.com or call at 715-470-3250 if you have any questions and/or to volunteer.

Thanks for your help!

Committee Chairs:

Awards - **vacant**

Benefits - Steph McCarthy-Wondercheck

County Committee Advisory - **vacant**

Emblems - Steph McCarthy-Wondercheck

Legislative - Chris Gordon

Membership - Marilyn Lentz

Programs & Negotiations - **vacant**

Publicity - Jon Beam, Shelly Daugs

Scholarship - Lisa Backus

Treasurer's Report

March 2024

Dear Membership,

Here is the mid-year update of the WASCOE Treasury. Our income for the fiscal year currently total \$6,095.30 and our expenses total \$7,015.94. The difference between income and expenses is -\$920.64.

Income-to-date: dues - \$5,689.30 & National Convention delegate stipend - \$406.00.

Through the end of the fiscal year, we anticipate approximately \$2,100 in additional dues for members that elected payroll deduction on form FSA-444. Also, the cash raffle can net up to \$3,000 for our general operating fund if all tickets are sold. First, we need to sell 100 tickets to cover the \$2,000 in prizes that will be awarded. Last year we cleared about \$1,000 from the raffle. If we net the same this year, we should have approximately \$2,100 - \$3,100 in additional income.

Expenses-to-date: Quarterly NASCOE dues - \$3,702.50, delegate reimbursement - \$2,016.53, convention -\$200, Raffle - \$108.68, postage & Zoom subscription - \$228.54, membership committee - \$707.02, & scholarship donation - \$52.67.

If you are unaware, WASCOE pays \$55 for each member to NASCOE annually for dues. For members who pay in full, we pay their dues to NASCOE at once. Dues for member on payroll deduction are \$13.75, paid quarterly to NASCOE. We still have approximately \$2,500 in dues to pay NASCOE.

The WASCOE convention this year will be held, Friday, April 26, 2024, at the Chalet Landhaus Inn in New Glarus. The Board of Directors set the registration fee for our convention to cover the cost of the convention, but not any higher.

Additional upcoming expenses are WASCOE's donation to the Midwest Area Rally, not to exceed \$100. A monetary donation to NASCOE to help with the cost of the NASCOE Convention in Davenport, Iowa in August. Traditionally this has been a donation of \$500. Delegate expenses to the Midwest Area Rally. This averages between \$1,000 and \$1,500.

In summary, through the end of the fiscal year, we expect additional income of \$2,100 - \$7,100 and expenses of \$6,100 - \$6,600. Total income this fiscal year would be \$8,200 - \$13,200 and total expenses would be \$13,116 - \$13,616. This would put our differential at -\$416 - \$5,416.

Don't forget to keep the date open for the WASCOE convention on April 26, 2024, at the Chalet Landhaus Inn! See you there!

Contact an Officer or Director to get your cash raffle tickets! They are \$20 each and only 250 will be sold. \$2,000 in prizes will be awarded. The prizes are \$1,000, \$500, \$250, \$100, \$50 x3.

As always, contact me at bearsfan2003@gmail.com with any questions, ideas, or comments you have. 😊



WASCOE Treasurer

Scholarship Committee

Lisa Backus

WASCOE offers a traditional scholarship for our state. In 2024, WASCOE set the awards in the amount of \$1,000, \$750 & \$500. NASCOE has an online application for scholarships and offers many types but, remember WASCOE only offers the traditional scholarship.

To be eligible for the Traditional Scholarship:

- Applicants must be a NASCOE member's child, or a member's legal dependent;
- Applicants may be either a graduating high school senior or first-year college freshman enrolled as a full-time student with a minimum of 12 hours at an accredited college, university or trade school.
- Member's dues must be paid, and membership kept current for the past 5 years, or if less than 5 years, continuous membership has been maintained since becoming a NASCOE member within the first 12 months of becoming a permanent employee. Please check with a membership chair if you are unsure of your scholarship eligibility.

This scholarship can only be won once at the Area and National level.

December is the time to apply for the scholarships with a deadline of January 15th. About a week after the deadline ends, the chair receives the listing of applications received nationally. From there, membership is verified and from those found to have met the membership requirements, they are then evaluated by 3-5 judges within the state. The membership verification is sent to the Midwest Area Chair and those found eligible based on membership are then also evaluated also at the Area level. The Area winners are then forwarded to the National level for judging.

Don't forget to start thinking about your Scholarship Auction items. If you cannot make it to the convention in April, please still consider donating items for the auction. Don't worry about getting the items there, we can coordinate getting the items picked up and taken to the convention. The convention will be here before you know it!

Thank you to all that has helped me out with the scholarship process. It is very much appreciated! I have said it before & I will say it again, WASCOE has a great group of members that are always willing to help each other out and we should all be proud to be a part of this organization!

SCHOLARSHIP

Update from scholarship winner Brooke Schwebach

I have finished my first semester at UW-Eau Claire where I am majoring in accounting. My first semester went well and I made it onto the Dean's List. Throughout the semester I have been involved in Honors Student Council and I am the treasurer for the dorm hall that I live in. I am thankful for the scholarship that I received from WASCOE as it will go towards paying for my second semester at UW-Eau Claire. I am excited for the classes that I am taking second semester and to continue to be involved on campus.



NORTHEAST & MIDWEST AREA 2024 RALLY

April 11th-14th, 2024

Freeport, Maine

Name _____

Address _____

City _____ State _____ Zip _____

Phone Number _____

Email Address _____

Please Check All That Apply:

NASCOE: _____ NAFEC: _____ RASCOE: _____ NACS: _____ NADD: _____

NASE: _____ Other: _____

Send Complete form & total due to:

Payable to MEASCOE

Cumberland/York County FSA

Rally Registration

306 US Route 1 Suite A2

Scarborough, ME 04074

Questions- Contact Laurie Thiboutot

laurie.thiboutot@nascoe.org

P: 774-644-1334

IMPORTANT: Number of Adults Attending _____ Number of Children Attending _____



To make hotel reservations please contact:

Hilton Garden Inn Freeport Downtown

5 Park Street, Freeport, ME 04032

Room Block is booked under NASCOE 2024 NEA Rally

207-865-1433

Rate of \$157 Per Night (+9% Room Tax) (Thurs, Fri & Sat)

Reservations must be made no later than March 12th to receive the group rate.

| <u>EVENT</u> | <u>COST</u> | <u>NUMBER ATTENDING</u> | <u>TOTAL COST</u> |
|---|-------------|-------------------------|-------------------|
| Registration | | | |
| By March 15, 2024 | \$30.00 | | |
| Includes Friday breakfast buffet and crafted sandwich lunch | | | |
| Late Registration | \$50.00 | | |
| March 16th - March 31st | | | |
| Thursday, April 11th | | | |
| 4:00PM Check In & Registration | | | |
| Hospitality Room | \$0.00 | | |
| Friday, April 12th | \$0.00 | | |
| Registration and Breakfast | | | |
| 7:30AM - 8:30AM | | | |
| Business Meeting | \$0.00 | | |
| 8:30AM - 5:00PM | | | |

| | |
|--|-----------|
| Banquet and Live Scholarship Auction 5:30PM-8:00PM | |
| Banquet Meal Choices: | |
| A lobster tail or stuffed lobster entree to be tailored by the chef | \$30.00 |
| Roasted Statler Chicken topped with cranberry tangerine mint chutney, roasted garlic mash and haricot verts | \$30.00 |
| Tenderloin Steak au Poivre with black pepper blend, wild mushroom demi glaze, sweet potato mash and asparagus | \$30.00 |
| All entrees served with rolls, salad, coffee/tea and warm Maine blueberry pie | |
| Hospitality Room | \$0.00 |
| Saturday, April 13th Tours 11am – 4pm | |
| Wolfe's Neck Center for Agriculture & the Environment | \$20.00 |
| Maine Beer Company Pizza Lunch Buffet (drinks on your own) | \$20.00 |
| Wilbur's of Maine Chocolate Confections | \$5.00 |
| Registration Total: | \$ |

*Special diets can be accommodated, please contact us for arrangements.

We may be able to assist with coordinating pickup and transportation if you are traveling in from a distance without a vehicle.

Travel Information: Portland Jetport-PWM

I will be traveling to the Rally by: Airline: _____*Complete Below Car: _____

| | | |
|--------------------------|------------------------------|--------------------------|
| Date of Arrival | Airline/Flight Number | Time of Arrival |
| | | |
| Date of Departure | Airline/Flight Number | Time of Departure |
| | | |

**Sell Ahead And Be Ready to Buy These
@ The Rally!!**

MEASCOE Fundraiser!

15 Maine Lobsters

SHIPPED TO YOU!

Raffle Tickets are:

\$5.00 each or 5 for \$20.00





National Association of FSA County Office Employees Northeast Area

NEA/MWA Rally Agenda April 11-13, 2024 Freeport, ME

NEA Area Executive
Tina Williams
Tina.Williams@nascoe.org

NEA Alt Executive
Sandra Scott
Sandra.scott@nascoe.org

Awards & Scholarship
Andrea Landis
Andrea.landis@nascoe.org

Benefits & Emblems
Brian Gould
Brian.Gould@nascoe.org

County Office Advocacy
Barbie Parsons
Barbie.Parsons@nascoe.org

Legislative
Laurie Thiboutot
Laurie.thiboutot@nascoe.org

Membership
Sarah Kubik
Sarah.Kubik@nascoe.org

Negotiations & Programs
Audre Hayward
Audre.Hayward@nascoe.org

Publicity
Julie Viverios
Julie.viverios@nascoe.org

Thursday, April 11

4-8 pm Registration – Meet & Greet – Snacks

Friday, April 12

7:30-8:30 am Registration and Breakfast Buffet
8:30 am Welcome Laurie Thiboutot, ME President
Presentation of Colors
Pledge of Allegiance – ME President
Invocation
Roll Call of States – NEA Exec
8:45am ME SED
9:00am Introduction of Washington DC Guests – Joel Foster, NASCOE President
9:00am Washington DC Speaker 1
9:30am Washington DC Speaker 2
10:00am Washington DC Speaker 3
10:30am **BREAK**
10:45am Question and Answer Session
12:00pm **LUNCH**
1:00pm 2025 NEA Rally Presentation
1:05pm 2024 National Convention
1:10pm Joel Foster, NASCOE President
1:30pm Kayla Mattson, NASCOE Vice President
1:45pm Jessi Colgrove, NASCOE Treasurer
2:00pm NADD
2:15pm Becky Zirpel, RASCOE
2:30pm Kevin Dale, NAFEC
2:45pm **BREAK**
3:00pm Dillard Financial Solutions, Inc.
3:30pm Hunter Moorhead, Crossroads Strategies
3:45pm Tina Williams NEA Exec, Area Chair Reports
4:00pm Team Building
5:00pm Adjourn

5:30pm – 8pm Banquet
Awards/Special Recognitions
Candidacy Announcements
Scholarship Auction - Live

Saturday, April 13

11:00am Tours Wolfe's Neck Center for Agriculture & The Environment – Dairy, Beef, veggie, aquaculture – on the water, research farm
1:00pm The Maine Beer Company – Lunch – uses Wolfe's Neck meat & produce – Pizza Buffet & Cash Bar
2:30pm Wilburs of Maine Chocolate Confections

Publicity & Webmaster Committee

Jon Beam & Shelly Daugs

Follow WASCOE on Facebook or check our website to get the latest updates and information.

If you are a WASCOE member, make sure you are receiving email updates. If you are not getting WASCOE emails and are a registered member contact Jon Beam at bearsfan2003@gmail.com.



The WASCOE website is at: <http://wisconsin.midwestnascoe.org/>



The WASCOE Facebook page is at: <https://www.facebook.com/WIWASCOE/>

The NASCOE website is at: <https://nascoeinfo.wpcomstaging.com/>

WASCOE is divided into 5 areas. Each area has directors representing the WASCOE members from their respective part of the state.

