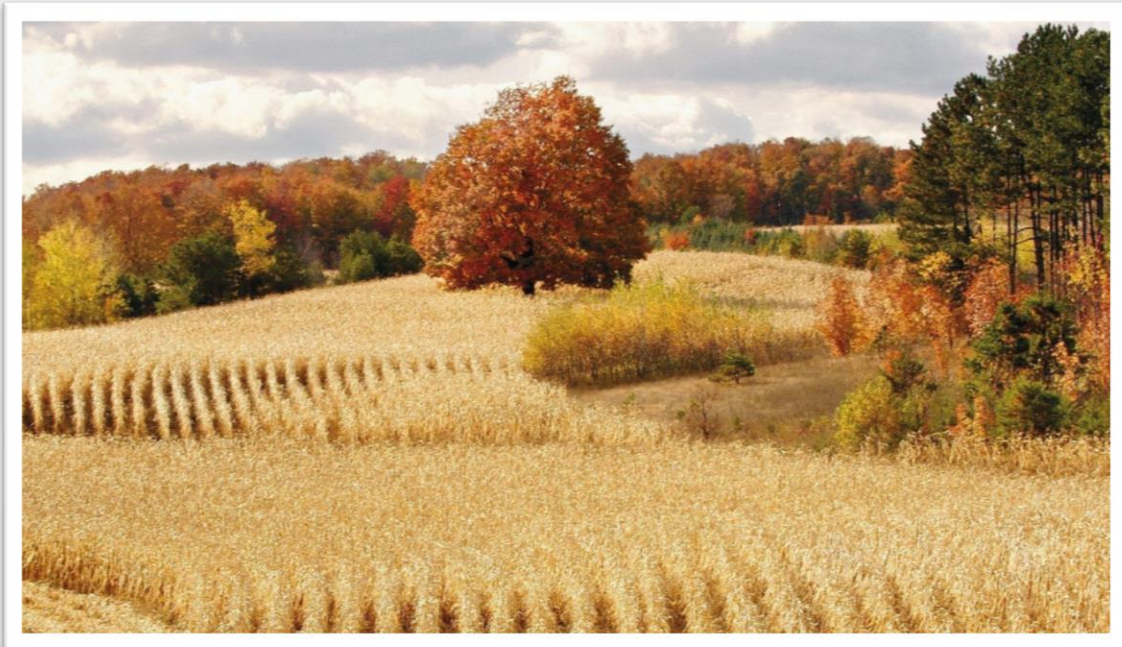




IASCOE November 2020 Newsletter





2018/2019 IASCOE OFFICERS

President
Angie Christian
CED- Clay



Vice-President
Todd Perduw
CED – Adams/Union



Treasurer
Judy Dameron
PT- Louisa County



Secretary
Jennifer Comer
PT-Page County





2020 - 2021

IASCOE DIRECTORS & ALTERNATE DIRECTORS

District Number	Program Assistant/ County	County Executive Director/ County
1	Director-Alternate- Teresa Van Sloten, Sioux VACANT	Paul Berte, Pocahontas Samantha Erie, O'Brien
2	Director-Alternate- Michelle Uthe, Mitchell Kevin Hauan, Winnebago	Tom Abbas, Butler VACANT
3	Director-Alternate- Candace Fette, Clayton Bree Hemesath, Winneshiek	Jesse Wegner, Fayette Heidi Nickol, Delaware
4	Director-Alternate- Cathleen "Skip" Simons, Carroll Donita Kenkel, Shelby	Mary Roberts- Calhoun Kay Sunderman- Monona
5	Director-Alternate- Gabriela Thompson, Jasper Jane McCulley, Poweshiek	Karla Novotny- Marshall VACANT
6	Director-Alternate- Jessica Yuska, Scott VACANT	Matt Berg, Johnson VACANT
7	Director-Alternate- Jennifer Comer, Page Nancy Gress, E Pottawattamie	Todd Perdew, Adams / Union Max Dirks, Cass
8	Director-Alternate- Deanna Rood, Marion Ronda Harrison, Lucas	Kathy Henely, Wayne Lois Munden, Clarke/Decatur
9	Director-Alternate- Judy Dameron, Louisa Lisa White, Washington	Elizabeth Benjamin, Davis VACANT
Director at Large:	Odd District's	Even District's
	District 3-Ron Pethoud, Chickasaw District 3- Krystal Schatz, Howard	District 6- Tammy Eibey- Jones District 4- Brandon Scheuring- Audubon



COMMITTEE MEMBERS COMMITTEE MEMBERS

BENEFITS & LEGISLATIVE Mary Roberts

District	Member	County
1	Jeff Davis	Plymouth
2	Tammy Pruin	Wright
3	Ron Pethoud	Chickasaw
4	Roger Berg	Carroll
5	Jane McCulley	Poweshiek
6	Jessica Yuska	Scott
7	Todd Perdeu	Adams / Union
8	Kelly Cain	Madison
9	Katie Cordray	Wapello

AWARDS CHAIR – JENNIFER COMER SCHOLARSHIP CHAIR – KATHY HENELY

District	Member	County
1	Kristin Pedley	Osceola
2	Tom Abbas	Butler
3	Candace Fette	Clayton
4	Donita Kenkel	Shelby
5	Kathy Baker	Marshall
6	Kari Barker	Muscatine
7	Lynette Gruchow	East/West Pottawattamie
8	VACANT	
9	Lanie Benjamin	Davis/Wapello

PUBLICITY CHAIR – Tammy Eibey

District	Member	County
1	Jaclynn Schlessor	Plymouth
2	Tara Thorson	Worth
3	Heidi Nickol	Delaware
4	Vacant	
5	Brandon Jazz	Dallas / Polk
6	Cassy Portz	Jackson
7	Ashley Stewart	Page
8	Kate Lain	Wayne
9	Deb Rurup	Mahaska





COMMITTEE MEMBERS cont'd

MEMBERSHIP – Michelle Uthe

District	Member	County
1	Lisa Forburger	Palo Alto
2	Hillary Ramker	Mitchell
3	Breann Hemesath	Winneshiek
4	Cathleen "Skip" Simons	Carroll
5	Nick Rahe	Jasper
6	Jessica Yuska	Scott
7	Jennifer Comer	Page
8	Merilee Hamilton	Lucas
9	Angie Reynolds / Lisa White	Washington

CONVENTION COMMITTEE- Angie Christian

OTHER DUTIES

CONVENTION REGISTRATION – Mary Roberts, Calhoun

SILENT AUCTION ORGANIZATION– Paul Berte / Gabriela Thompson

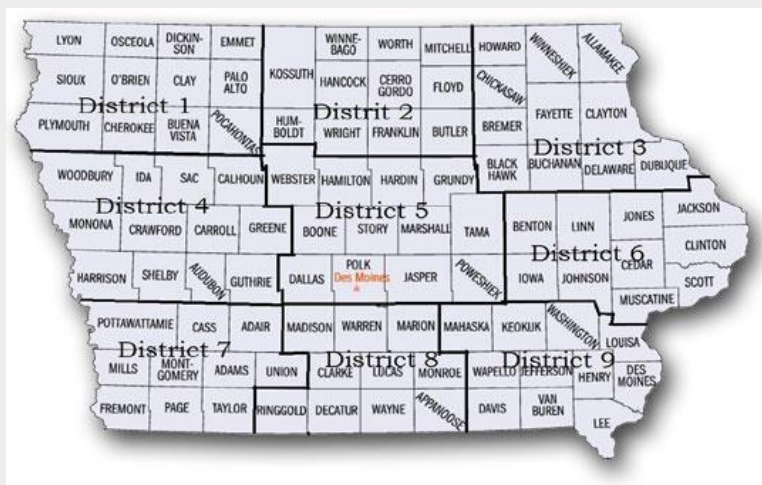
LIVE AUCTION ORGANIZATION- Tammy Eibey / Mary Roberts

EMBLEMS CHAIR –Kathy Baker, Marshall

PROGRAMS CHAIR – Angie Christian, Clay

NAFEC CHAIR – Mary Roberts, Calhoun

IASCOE WEB MANAGER – Brian Beach, Sac / Amie Johansen, O'Brien





IASCOE Newsletter

November already – hardly seems possible but I think I say that every year. 2020 is the year many people seem to want behind them, it certainly has had its obstacles (maybe more like a brick wall that we can't see) but it also helped me take stock of all the good around me, all that I have to be thankful for – it is after all the month of Thanksgiving.

I am thankful for FSA – what is FSA? FSA is an agency of people serving the needs of people – we are mom's & dad's, husband & wife's, brother's and sister's, aunt's and uncle's, office workers, farmers, friends, neighbors and much more coming together for each other. Yes, we work for the paycheck, but we also work to serve all of those mentioned above. We are part of a community helping each other.

We have helped each other to the tune of nearly \$3.8 billion dollars over the past year or so; we have made \$1.585 billion in MFP; \$980 million in CFAP; \$286.6 million in CFAP; \$33 million in WHIP+ so far; \$370 million on CRP; \$20 million in DMC; we have a Direct and Guaranteed loan portfolio of over \$2 billion; in FY 20 alone we had nearly \$600 million in new direct and guaranteed loans, both up over 30% from the record setting year of 2019.

People what you do is vitally important to your community, your efforts help sustain the livelihood of your community. Your hard work and extra overtime have gone above and beyond in providing for your community – as tired as you are, you really have something to be proud of. So please take a moment to look back and recognize the fruits of all your efforts.

In FSA we are not afraid to be who we are, we are not afraid to put in that extra effort, we are not afraid to serve our farming community and our families and each other – and hopefully we are not afraid to say when we need a break, when we need to take care of our families and ourselves – you deserve it.

Earlier in this column I mentioned obstacles and a brick wall we can't see – I am willing to run through that brick wall with each of you – because of you. Thank you for being what we are – IOWA FSA!!!



Bob Wegand, Acting SED

FSA State Office
10500 Buena Vista Court
Des Moines, IA 50322
Bob.Wegand@usda.gov
Phone: (515) 331-8420



IASCOE Membership

Thank you, FSA employees for your dedication to our agency and getting jobs done. Iowa producers are so blessed to be working with the best employees in the country. FY 20 started out to be plenty busy with 2019/2020 Farm program signup, MFP and General CRP. Little did we realize that was going to be the most “normal” part of FY 2020. The New Year rang in and the work only continued to increase and the way we do business changed as COVID-19 hit our Country. I am so proud of the way we have responded. We learned to telework and show we were able to be trusted with getting the job done. Unconventionally we completed acreage reporting, Farm program signup, we implemented CFAP & CFAP 2. It is exhausting and exciting all over again thinking of our accomplishments and some of which employees (including myself at times) felt we survived physically, the Fiscal year of 2020.



Unfortunately, we were unable to hold our Annual IASCOE Convention, which was planned for March 2020 in Ames, IA. We had an amazing agenda planned for you from, Training from our STO, Social Security Administration presentation, Blue Cross Blue Shield Benefits as well as hearing from each of our committees as they submitted their reports to you. We also had an awards ceremony planned to recognize those employees for their dedicated time at FSA with Sick Leave, 100% Membership in County Offices, scholarships, Distinguished service awards and much more. We had a change in our IASCOE Officers which is also something you would have seen at convention. I would personally like to say Thank you to Jesse Wegner. Jesse served us as members for the past two years prior to April 2020 as our IASCOE President. As President Jesse worked countless hours through many highs and lows. Jesse worked through IASCOE to cover things such as reimbursement for any new member to join IASCOE after their first year as a member. Jesse put out information from NASCOE while we were out on one of the longest furloughs in our history, increasing awareness of IASCOE and our mission. Jesse also continued to build our working relationship with the STO to provide training for new PT's. Jesse has been a valued resource to IASCOE/NASCOE and it was a pleasure to serve as his Vice-President for two years. Jesse, thank you, for all you worked on and assisted our members with. Jesse continues to serve on the Board of Director's as the CED Director for District 3.

Your directors had hopes of holding a make-up convention for you this Fall. Simply as a safety measure, we are all aware, face to face meetings are not feasible or allowable. Though this is unfortunate, your Board of Directors have not stopped their work, working for you. We have worked with the Iowa State FSA Office to provide all employees benefits training. Working with providers and STO to get information to you that otherwise would have been shared at convention or right before our Open Season on benefits begins. We appreciate the STO allowing Blue Cross Blue Shield to share information regarding benefit changes for those currently carrying their benefits. Supporting our fellow co-workers from afar that to change their work locations temporarily due to the Derecho. Reaching out to neighboring offices to let them know we understand and share some of the overwhelming volumes of work. Also working with NASCOE to support the changes in maternity benefits. I along with Todd Perdew, IASCOE Vice-President met with existing COT's and the new COT's in August to share our mission to work for members of IASCOE and employees of Farm Service Agency. Lastly, working with the STO to have access to employee association information directly through SharePoint with a page for all employee associations. The professional relationship as an association we have with our STO is bar

none. Thank you, Iowa FSA State Office leadership for working so closely with us, our members and staff.

As we have all been putting in countless hours of work, making many adjustments on how we conduct business to meet our goals of getting the work done. I want to encourage you to look ahead to the remainder of this fall and into the holiday season to take some time off. Take some of that much needed time off and enjoy the outdoors, family and the upcoming holiday season. Pushing leave into next year could make it more challenging to get your time used up that you have earned. I have heard both Amanda De Jong and Bob Wegand encourage all of us on statewide calls that this is important for our own well-being. District Directors, CED's and IASCOE also encourage you to make time to get out of the office and take a break. Yes, we have an ability to carry time over into the next calendar year. However, it is preferred that you take some time to recharge your mind and soul.

If you have any questions regarding IASCOE/NASCOE please reach out to your district representatives. If you have a desire to get involved and be part of a committee, feel free to reach out to me or one of the directors. IASCOE is here to support our members and work for you. We will be working to explore options and avenues for holding a Convention in 2021. Safety will be our priority as we work towards seeing how face to face and virtual meetings can be held in the Spring.

For those of you who were able to attend our first virtual National Convention, the site has been selected for a face to face NASCOE Convention in August 2021. Convention will be held in Fort Wayne, Indiana. Please be watching for more details regarding convention.

Sincerely,

Angie Christian

IASCOE President





When 2020 started out none of us could have foreseen the things that would take place before the year ended, and it's not quite over yet! Through all of this the county office employees rose to the challenge. Many employees including myself experienced telework for the first time. The office teams came up with solutions to handle acreage certification in new ways with each office finding a way that was efficient for them. New programs like CFAP 1 and CFAP 2 were implemented, in most cases without being across the counter from the producer.

Many offices implemented disaster payments and a couple offices experienced disaster themselves due to weather events. Through it all the can-do attitude was shown. As always, we turned out a quality product, and that product is program delivery and customer service. It makes me very proud to be a member of a group of people this willing to serve the producer and to carry out the agency mission no matter what. The flexibility and adaptability that you have shown is without parallel. Thanks to all of you!

**Vice-President
Todd Perdew
CED – Adams/Union**





MEMBERS: What a year it has been!! The first part of March I attended the Mid-West Area Rally in Branson, Missouri. Needless to say, this would be my last adventure from my home for over six months. Covid-19 sent us all home from work around March 17 and cancelled our state convention along with the National Convention that was to be held in Savannah, Georgia. Thank goodness for Teams so we could at least have a virtual convention. I believe the links are still on the NASCOE.org website if you're interested in viewing them.

The Indiana Association will be hosting the 2021 Convention in Fort Wayne, Indiana. The 2022 Convention will be back in Savannah, Georgia.

As your treasurer I have been busy recording dues for the 2020-2021 membership year and reconciling them with the NFC report that I get every pay period. One of the issues I must deal with, is when someone gets a grade increase and they move into a different payroll deduction category. If this happens to you, you must submit a new FSA-444 to the State Office. If you don't, then the incorrect amount will be deducted from your pay. Also, if you have been using payroll deduction and wish to write a check for the entire year's membership, you must remember to fill out a FSA-444 to terminate that deduction or you end up paying double for your membership. If you do not remember to do any of the above, I should catch it in the reports. So, if I contact you about revising your FSA-444, please respond quickly and get it submitted. If you are not currently a member of IASCOE I would appreciate you considering doing so. IASCOE/NASCOE works very hard for all FSA employees and there are a lot of benefits we wouldn't have without the hard work of a lot of dedicated people. The larger our membership, the more influence we have in Washington D.C. If you have any questions or concerns about IASCOE/NASCOE please contact one of the directors in your district or feel free to contact any one of the officers.

Hope everyone is having a safe harvest and has a great holiday season.

Judy L Dameron
IASCOE Treasurer
District 9 Director



Appreciation:

Sometimes as FSA employees we may feel that the producers don't appreciate us too much. Other times things happen, and you know they do. Recently we had one of our producers drop off the gift that keeps on giving FOOD. When we commented on how good they were, she shared the recipe

2 packages	HyVee or Rhodes Frozen
cinnamon Rolls	
2 sticks	Butter
1 cup	Brown sugar
1 cup	White sugar
1.5 cups	Swans Vanilla Ice Cream



Grease 9 x 13 pan with butter

Mix the sticks of butter, both sugars and ice cream then bring to a boil for about 1 minute

Cover rolls with the mixture and let sit overnight

Bake rolls for about 20-25 minutes at 350

Paid Parental Leave

My name is Justin Voyles and I am a Program Technician in Taylor County. I am also a new father. As many of you know this is quite a time of adjustment. On top of that I recently became a homeowner. Paid Parental Leave has really been a great help, I feel so fortunate to have it and I am so glad that the association fought for us to have it. I am glad to be part of an association that works for its members as IASCOE always has done.

Justin





2020 Sick Leave Award Winners

1000 Hours

Dorothy Allen, Warren
Rosemary Chapman, Marshall
Max Dirks, Cass
Ronda Harrison, Lucas
Kay Kluver, Monona
Angela Lambert, Woodbury
Jerrilyn Miller, Monona
Nancy Schwarts, Hardin
Linda Winkie, Allamakee

1500 Hours

Linda Jurtis, Deleware
Janel Jones, Floyd
Todd Perdew, Adams/Union

2000 Hours

Deborah Bruns, Wright
Diane Burke, Clinton
Elaine Franck, Clinton
Polly Frank, Buchanan
Karen LaCour, Clay
Dean Lines, Floyd
Cheryl Nickolisen, Monona
Roxanne Westerman, Woodbury

3000 Hours

Cindy Bebout, Fremont/Mills
Merlette Cassman, Butler



IASCOE/NASCOE Scholarship Deadline January 15, 2021

Now's the time to be thinking ahead to the scholarship application period. Once again, scholarships through IASCOE/NASCOE will be offered in the following categories:

- **Traditional Scholarship** (member's child) graduating high school senior or first year college freshman, full time student with a minimum of 12 hours
- **Open Continuing Education Scholarship** (member, spouse, child, or grandchild) 2nd, 3rd, or 4th year, or graduate student, with 6 or more credit hours per semester
- **Member Continuing Education** (NASCOE member) continuing their education
- **Continuing Education for Adult Children of Members** (member's adult child, or grandchild) 5 or less credit hours a semester
- **Grandchildren Scholarship** (member's grandchild) 12 or more credit hours per semester
- **Associate Member Scholarship** (associate member, spouse, child, or grandchild) minimum of 6 hours of enrollment

Deadline to apply is January 15, 2021. All applications must be submitted online at www.NASCOE.org (Forms and Downloads). Iowa is in the Midwest Area. A complete list of eligibility requirements are also available under forms and downloads. The NASCOE member's dues must be paid and membership kept current for the past 5 years or if less than 5 years, continuous membership since becoming a NASCOE member within the first 12 months of becoming a permanent employee.

Very Important to Note**** **Applications must be completed and submitted in ONE session.** Please review the following questions and have your responses saved in a word document so that they can be copied and pasted into the online application form. You will also be required to submit a Letter of Recommendation and Copy of your Official Grade Transcript. Supporting documentation must be emailed to mwascholarships@gmail.com All supporting documents should be sent in one file named as follows: first initial, last name, state abbreviation (ex: J Farmer IA). If you need to submit more than one file due to size, please number them sequentially (ex: J Farmer IA 1)

1. Tell us about yourself. What are your hobbies and interests? What is the one thing we really need to know about you?
2. Tell us about school. Where do you currently attend school? What are your grades? What are your extracurricular activities? What honors and awards have you received through school?
3. Are you involved in your community and church? If so, tell us about your involvement. What groups are you in? What things have you done to improve your community, church, and yourself? What honors and awards have you received through community or church involvement?
4. What are your plans for college? Where do you want to go to school? What do you intend for your major to be? What is your ideal job?
5. From production agriculture to agricultural law to commodity trading, the industry of Agriculture is incredibly varied. What impact will agriculture have on your future?

Questions may be addressed to Iowa Scholarship Chairperson, Kathy Henely at: henelydk@yahoo.com or by calling 641.217.8096.



Andrew Francis (ME)



Anthony Williams (FL)



BreAnna A. Martinez (CA)



Brian Maloid (LA)



Candace Russell (AR)



Catherine Rakes (NE)



Dana Baucom (TN)



David Ross (KS)



Denzel Berotte (FL)



Dianna Scott (IN)



Donald Janvrin (SD)



Elbert Tharrington Jr (NC)



Eva Pamela Mason (IA)



George A Stickels (WDC)



Glenda C. Wright (KS)



Heather Lanquist-Rubio (WI)



Heather Robinson (GA)



Jennifer (Richardson) Geel (ME)



John Oosterman (CA)



Julie Mireles (MI)



Kellen Archer (NE)



Kenneth Rushing (LA)



Kevin M. Churchill (ME)



Kevin Owen (OK),
Kohl Owen (Son, Deployed)



Kristal N. Crozier (CA)



Kristy A Simmons (TX)



Lorraine A. Dillard (NC)



Luis E. Miranda-Colón (PR)



Megan Thulien (WI)



Michael Lallas (UT)



Michael Gilbertson (WI)



Mitchell Towne (MI)



Nathan Olson (CA)



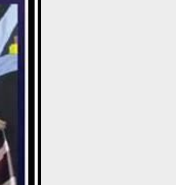
Penny D Washington (MS)



Ray Soto (NE)



Richard Lopez (NM)



Tracy R. Wheeler (KY)



Richard Patane (NC)



Ron Pethoud (IA)



Scott Biggs (OK)



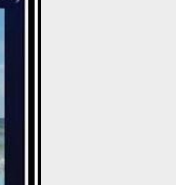
Shirlene Gooden Grady (TN)



Siobhan Borders (WA)



Troy W. Henrie (UT)



Wayne Powell (OK)

FSA VETERANS

2 0 2 0

Emblems News:


NASCOE Emblems Store

Per the the USDA Office of Communications, the USDA logo is the official and sole identifying mark for the Department and all agency programs. Therefore, we are no longer able to offer the FSA logo on our merchandise. We have a full line of merchandise available with the USDA, NASCOE or RASCOE logos.


If you have any questions, please contact us.

Thanks,
 Emblems by Superior
emblemsbysuperior@gmail.com


Trendy T's SALE New Items Patriotic Mens Dress Shirts & Polo's Ladies Dress Shirts & Polo's 3/4 & Long Sleeve T's 5 more ▾




Trendy T's




SALE




New Items




Patriotic




Mens Dress Shirts & Polo's




Ladies Dress Shirts & Polo's




3/4 & Long Sleeve T's




Electric Heather Polo's, Fleece, 1/4 Zip & Tee's




Tall Apparel



Outerwear



Bags and Accessories



Short Sleeve T-Shirts



Featured Products



Women's Lightweight Fleece Raglan Hoodie
SKU DT296
\$38.50

[Buy Now](#)



Sport-Tek Ladies Sport-Wick Stretch Reflective Heather 1/2-Zip Pullover
SKU LST855
\$64.50

[Buy Now](#)



Sport-Tek Ladies PosiCharge Tri-Blend Wicking Long Sleeve Hoodie
SKU LST406
\$27.50

[Buy Now](#)

Buy a NASCOE Store Gift Card!

NASCOE Emblems Provider

Superior Trophies, Screen Printing and Embroidery
216 South Main Street
Marion, KY 42064
(800)342-9273
emblemsbysuperior@gmail.com



Dillard Financial Solutions

Dillard Financial Solutions is the official benefits provider for NASCOE. NASCOE members are eligible to receive free one-on-one retirement and benefits analysis to assist with long-term financial planning. DFS also offers numerous retirement and insurance products to meet the needs of NASCOE members.

NASCOE members should email nascoe@dillardfinancial.com with questions for Dillard Financial Solutions or for follow up with any Dillard representative.



Dillard Financial Solutions is here for you in troubled times.

For more information, please visit:

<http://dillardfinancialsolutionsinc.com/nascoe/benefits/>

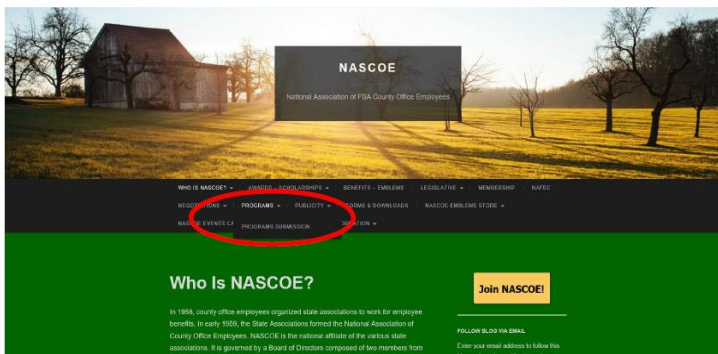




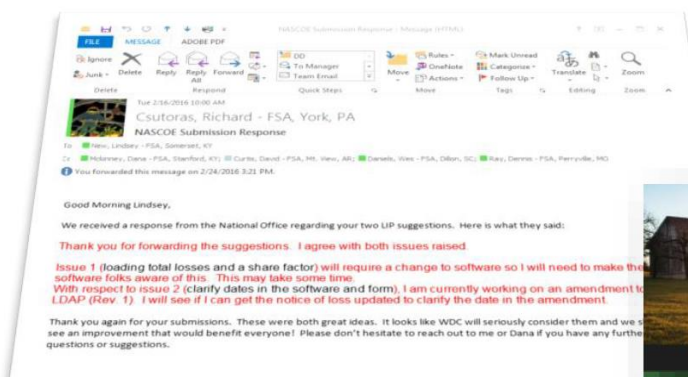
NASCOE can take your PROGRAM EFFICIENCY SUGGESTIONS directly to the National Specialists!

Have a solution to a program or software problem or inefficiency?

1 Visit nascoe.org and submit your idea through the Program Efficiency Submission Form.



2 A state, area, or national programs chairperson may contact you for further clarification of the problem/solution, and will keep you informed of their communication with WDC!



3 Once the National Programs chair has consulted with the National Office, the response will be shared on the NASCOE website.

Programs suggestions can be submitted on work time and NASCOE has the ability to work on these ideas year-round, not just at negotiation time. Send in your ideas as soon as you think of them. NASCOE wants to see prompt results when it comes to your ideas for how we can improve the way we do business!





NASCOE Benefits Included with Your Membership

-  **DILLARD FINANCIAL SOLUTIONS (DFS)** is the Official Benefits Provider for NASCOE and they offer many products including retirement, insurance and investments. Free retirement and benefits analysis. For all their products visit their website at <http://dillardfinancialsolutionsinc.com/nascoe/benefits/>. DFS can also be found on the NASCOE website under benefits.
-  **WORKING ADVANTAGE EMPLOYEE DISCOUNT PROGRAM** offers employee discounts to NASCOE members for hotels, theme parks & attractions, movie tickets, water parks, shows, rental cars, gift cards and shopping deals. <https://workingadvantage.com/>. The NASCOE Company Code can be obtained from your National, Area or State Benefits Chair.
-  **NASCOE EMPLOYEE RELATIONS SERVICES (ERS) - 1 HOUR OF FREE LEGAL COUNSEL** with the NASCOE Attorney. Designed to confidentially assist and guide members that need advice, education, or legal services regarding employment and human relation issues. For more in-depth information, please visit the NASCOE web page and look under Benefits | NASCOE Employee Relations Services. Be sure to follow the proper channels that are listed.
-  **AIR MED CARE GROUP DISCOUNT.** The application can be found on the NASCOE website at Benefits | Air Med Care | AirMedCare Contract. The current cost is \$65 per year. They have several different policies to choose from and can save you and your family from additional burdens in accident situations.
-  **LIVE STREAMING FITNESS.** LiveStreamingFitness.com is an on-line healthy lifestyle platform that includes live streaming and on demand fitness, nutrition and cooking shows available 24/7 in a safe and interactive community of professionals and individuals promoting the best version of a healthy you.



Negotiations

One of the most important functions of NASCOE is the negotiation process. This is an opportunity for NASCOE to present member's concerns and issues to management in an effective manner and this process has been very successful in the past.

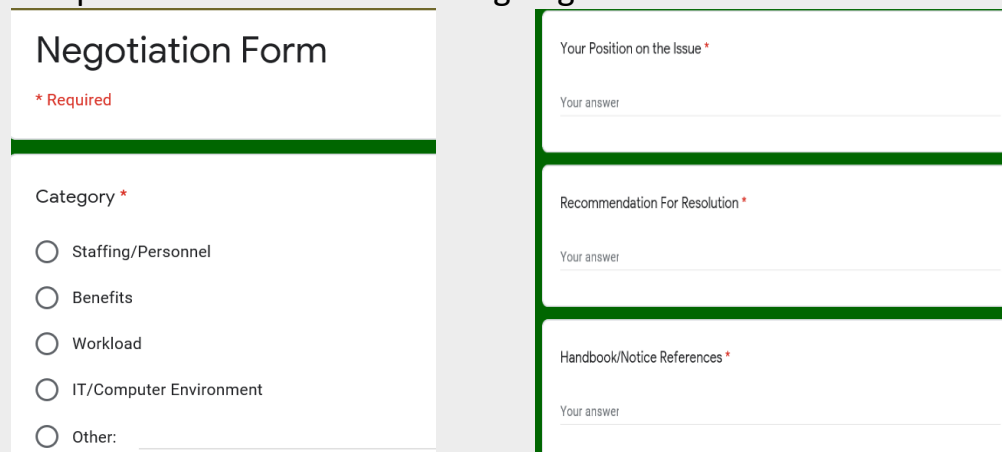
NASCOE encourages all members to take some time and utilize the online negotiation form at: <https://nascoe.org/negotiations/negotiations-submission/>

Be sure to clearly state the issue with background and facts, your position on the issue, recommendations for resolution, and any handbook/Notice references.

If you have any questions, please contact your Area Negotiations Consultant as follows:

- MWA – Debbie Staley, Illinois
- NEA – Jamie McLane, Maryland
- NWA – Jenae Prescott, Idaho
- SEA – Rachel Mullican, Alabama
- SWA – Tracy Wilson, Oklahoma

Sample of screen to start loading negotiation item:



The screenshot shows a web form titled "Negotiation Form" with a red asterisk indicating required fields. The form is divided into two main sections. The left section is titled "Category *" and contains five radio button options: "Staffing/Personnel", "Benefits", "Workload", "IT/Computer Environment", and "Other:". The right section contains three text input fields, each with a red asterisk: "Your Position on the Issue *", "Recommendation For Resolution *", and "Handbook/Notice References *". Each text field has a "Your answer" label and a horizontal line for input.





New Benefit for NASCOE Members

In our continued efforts to provide valuable benefits, we have partnered with Allstate Identity Protection to bring you Allstate Identity Protection Pro.

Your identity is made up of more than your Social Security number and credit score. That's why they do more than monitor your credit reports. They help you look after your online activity, from financial transactions to what you share on social media — so you can protect the trail of data you leave behind.

Introducing the next evolution in identity protection. For over 85 years, they've been protecting what matters most. Now they're providing protection from a wide range of identity threats, so you can keep loving what technology adds to your life.

NASCOE members can receive identity theft protection for \$7.95 per person / month or \$13.95 per family / month.

With Allstate Identity Protection Pro you'll be able to

- Check your identity health score
- View and manage alerts in real time
- Monitor your TransUnion credit score and report for fraud
- Receive alerts for cash withdrawals, balance transfers, and large purchases
- Get reimbursed in the event of fraud with our \$1 million identity theft insurance policy

Protect yourself and your family (everyone that's "under your roof and wallet").

Members who would like to enroll in coverage through payroll deduction, can simply call Benefits Direct to speak with a benefit counselor at (877) 523-0176.



Chris Lary









Benefits & Emblems Chairperson
Vermont

Cell Phone: 603-448-7730

Email: christine.lary@nascoe.org

**Coronavirus
(COVID-19)**

COVID-19: IDENTIFYING THE SYMPTOMS

SYMPTOMS	COVID-19	COLD	FLU
	Symptoms range from mild to severe	Gradual onset of symptoms	Abrupt onset of symptoms
Fever 	Common	Rare	Common
Cough 	Common (usually dry)	Mild	Common (usually dry)
Sore Throat 	Sometimes	Common	Sometimes
Shortness of Breath 	Sometimes	No	No
Fatigue 	Sometimes	Sometimes	Common
Aches & Pains 	Sometimes	Common	Common
Headaches 	Sometimes	Rare	Common
Runny or Stuffy Nose 	Rare	Common	Sometimes
Diarrhea 	Rare	No	Sometimes for children
Sneezing 	No	Common	No

Adapted from material produced by WHO, Centres for Disease Control and Prevention.



TOGETHER WE CAN HELP STOP THE SPREAD AND STAY HEALTHY.

For more information about **Coronavirus (COVID-19)** visit [health.gov.au](https://www.health.gov.au)



Australian Government