

Arkansas Veterinarian

FALL 2011

ARKANSAS VETERINARY MEDICAL ASSOCIATION

Vol 24, No. 3

INSIDE THIS ISSUE:



2

President's Message



5

Arkansas Dept. of Labor



6

Opportunities to chew on



Dr. Kate Williams, owner of St. Francis Animal Hospital in Springdale, AR serving our country – August 9th, 2011

"Salam Alekum"

Hello in Pashtu and greeting from Afghanistan. I think of everyone often and hope you are all doing well. I thank Dr Woody and staff for doing such a great job at the clinic and for holding down the fort while I am gone. Fortunately, I have been able to Skype with



Jon and able to keep up with Chris. We do not always have the best internet service, but it works and it is always great to see familiar faces and voices.

I have been in country for about a month now. Our Ag Team has a lot of talent, from Rangeland Specialist, Forestry, Beekeeping, Irrigation Specialist, farmers, poultry Specialist.....a lot of talent. I am primarily responsible for managing several projects and creating new projects based on my time with the local vets, farmers, and Government of the Islamic of Afghanistan (GIROA) officials. Our local Director of Livestock, Irrigation and Agriculture (DAIL) is a rare character in Afghanistan. He is well educated, speaks good English, fun to work with, and is very anti-corruption/Taliban/Hubbiqu, the local mob. I stand corrected; there are lots of Afghans that are well educated. We are not teaching the Afghans how to farm; these guys

know how to farm on the absolute worse of farmland. They have lots of cattle further north, sheep, goats and donkeys. The main problem for all the livestock is the lack of nutrients and grassland. All the animals have to survive on is minimal supplements, few bushes, and then grains they have planted. Lots of wheat. Decades of war

have left the landscape raped of trees, the Communist invasion in the 70s then lead to mass deforestation of all of Afghanistan and then the Mujahedeen, then Taliban, and 30 years later the people of Afghanistan still have not had the opportunity and freedom and ability to replant trees, provide nutrients to the soil, prevent erosion, etc. Now, we are here along with NGOs (non government organization) and hoping to help reshape the country. Education/knowledge is the key to creating a better, self sustaining Afghanistan. So, I am working on getting a paravet training course, more livestock training and an artificial insemination training course together soon. Then, we have a small demo farm here on the FOB and have a few goats, sheep and tons of chickens. We just had 2 baby chicks hatched today. I think our ewe and doe may be pregnant and then I want to add a

continued on page 7

President's Message

by Damian Stroderd, DVM

Hello again, well another quarter has come and gone and I'm up late writing the "President's Message" once again. I guess that's the price of two teenagers and a busy life style. Here in Hope we just finished with the 35th annual Watermelon Festival. We had a great time and I would like to invite all of you to next year's Festival. There are arts, crafts, food and concerts all weekend. We had a little break in the high temperatures over the weekend. Well that sure sounds funny saying that 95 to 98 is a break in the heat but after 117 it was welcome. I personally saw more cases of heat related illness and heat related deaths this year.

On the large animal front Dr. Badley has informed me of two issues affecting the large animal practitioners. There is an emergency regulation in effect that requires all breeding bulls be tested for Trichomoniasis prior to change of ownership. There are two exemptions one if the bull is going to slaughter and the other for virgin bulls. Virgin



bulls I can see problems with that! Supposedly a letter from the producer stating that this is a virgin bull is adequate but in my opinion if it is of breeding age test. The other issue is EIA. The state of Arkansas has gone over 2 years without a positive coggins until recently. There have been 10 cases recently reported to the state veterinarian's office 5 cases in Johnson County and 5 in Van Buren County. There still remains a state law in Arkansas that requires all horses be tested annually.

The ArVMA had the Summer Meeting a few weeks ago and had a good turn out, almost 50 veterinarians attended. Thank You Novartis Animal Health for sponsoring the

speakers. Be sure to support the companies that support our association. There was plenty to do in Branson. The association arranged a golf tournament and a sporting clay shoot. Most of the attendees and their families also made it a point to enjoy a show or two while in Branson.

Check out the web site at arkvetmed.org we have a new look and Maggie did a great job on it. While you are there use the link to the SWVS and register for the meeting in San Antonio, Texas. When registering be sure to mention your affiliation with the ArVMA a portion of your fees come back to support our state organization. San Antonio is a beautiful city packed with history and sights to see.

Dr. Scott Smith is well into his planning the Winter Meeting in February of 2012. It looks like a great lineup and it will be in beautiful Hot Springs once again. I look forward to seeing the final slate of speakers and topics and I plan on sharing that with you in my next letter.

Thanks Again,

Damian Stroderd, DVM

P.S. I hope everybody has a safe and blessed time until we meet again.

RELIEF VETERINARIANS

| | | | | |
|---------------|----------|--------------|-----------------|----|
| Addis | Timothy | 870-204-2835 | Harrison | AR |
| Andrews | Sherry | 501-658-3377 | N. Little Rock | AR |
| Bressett | John | 417-679-1244 | Gainsville | MO |
| Farwell | Gary | 479-251-7722 | Farmington | AR |
| Foster | Newton | 870-942-9915 | Sheridan | AR |
| Fryar | Rebecca | 479-968-2664 | Russellville | AR |
| Hedges | Jean | 501-249-0261 | Benton | AR |
| Hooks | Karen | 501-223-5400 | Little Rock | AR |
| Lombardi | Melissa | 501-679-7387 | Greenbrier | AR |
| Marlow | Ball | 225-753-3604 | LR/Fayetteville | AR |
| Mouliere | Marshall | 318-614-0036 | Evergreen | LA |
| Muller | John | 479-253-5905 | Eureka Springs | AR |
| Schumacher | Harry | 501-262-0930 | Hot Springs | AR |
| Smith | Joe | 501-821-4991 | Little Rock | AR |
| Smith | Lori | 501-328-5553 | Conway | AR |
| Stewart | Carolyn | 501-269-3725 | Conway | AR |
| Travis | Mikki | 501-258-7034 | Redfield | AR |
| Waggener | Deborah | 479-434-4740 | Ft. Smith | AR |
| Williams, Jr. | George | 501-803-4645 | Maumelle | AR |

CALENDAR OF EVENTS

Arkansas VMA Winter Meeting
February 3-5, 2012
Hot Springs Convention Center

AVMA Convention
August 4-7, 2012
San Diego, CA

Southwest Veterinary
Symposium
September 20 - 23, 2012
Dallas Convention Center
Dallas, TX

Enroll today and receive a free credit card processing terminal valued at \$400!*

(Limited time offer through XX, XX 2011)

Let RCSC decode your credit card processing and unlock the savings!

If you can't make heads or tails of your monthly credit card statement, you're not alone. Most business owners aren't familiar with the technical lingo that permeates the credit card processing industry, and often end up paying far more than they need to for this service.

Join ArVMA's credit card processing program through RCSC and let our experts decode your processing statements to decrease the cost of this business expense.



Retail Council
RCSC
Services Corp.

*Terms and Conditions apply. Please call for details.

Great low rates! Superior customer service! Enroll today!

**Call or e-mail for your free,
no-obligation savings analysis.**

(800) 442-3589 | ArVMA@retailcouncilnys.com

**ArVMA
member
benefit**

Executive Director's Message

First of all, I want to send a BIG thank you to NOVARTIS Animal Health for sponsoring the speakers at our Summer Meeting. Lyndsy Coker and Matt Weaver put together a great line up of speakers. Thank you to both of them! WE REALLY APPRECIATE YOU AND YOUR SUPPORT OF THE ArVMA!! We had a nice turn out and everyone really enjoyed Branson. The golfers enjoyed the Payne Stewart golf course. It was a HOT day, but they still enjoyed it. Thank you to Dr. Norette Underwood for putting together a fun time at Ozark Shooters. Everyone enjoyed the sporting clays event. We love when Past Presidents stay involved with the activities in the association.

If you have not visited the website recently, please do. It is new and totally redesigned. www.arkvetmed.org



The new logo appears on this newsletter. If you have suggestions, or comments about the website, please feel free to contact me. Remember, you can advertise items for sale or post job listing. You just need to email me that information and I will get it posted.

You should have received your 2011 Directory. If you need additional copies, please let me know. They can be purchased for \$5.00 a piece. It is always nice to have several copies in your clinic. If you would be interested in purchasing an ad for the 2012 Directory, please email me. It is a great, inexpensive

way to reach a lot of eyes.

The 2012 Winter Meeting will be here before we know it. Mark your calendars for February 3-5, 2012 in Hot Springs. Dr. Scott Smith is putting together a great line of speakers. Watch your mail and the website for more details. They will be out soon.

Please remember our Arkansas Veterinary Medical Foundation. If you aren't donating on a regular basis, you really need to be!! The Foundation does great things like providing scholarships and helping with research. The financial debt students are faced with today is huge. They need all the help they can receive. WE NEED YOUR SUPPORT!! Contact the office for donation cards or pamphlets to put out in your clinic. It means SO much to clinics to receive a memorial letter when a pet is lost.

I hope this HOT Summer is coming to an end and Fall is just around the corner!! As always, if I can ever help any of you with anything, or if you have suggestions for anything with the Association, please call or e-mail me. I am here for YOU!!

Until next time,

Maggie Milligan

THANK YOU TO NOVARTIS ANIMAL HEALTH

They made our Summer Meeting a great success!! Please thank your Reps when they come to your clinic!

A BIG thank you to Lyndsy Coker and Matt Weaver!!

USDA revises the National Veterinary Accreditation Program

Update August 2011

The USDA has announced that veterinarians currently accredited in the National Veterinary Accreditation Program (NVAP) may continue to perform accredited duties and may elect to continue to participate in the NVAP until October 1, 2011. Currently accredited veterinarians must elect to continue their participation in NVAP by October 1 to maintain their accredited status, after which the USDA will confirm their continued participation and notify them of the first renewal date. For more information, including access to a webinar that explains the process, please visit the USDA NVAP page at http://www.aphis.usda.gov/animal_health/vet_accreditation/

Arkansas Department of Labor Reminders

Wages and Hours Worked:

- Federal minimum wage for covered nonexempt workers is \$7.25 per hour effective July 24, 2009. Federal law covers certain businesses or organizations that have an annual dollar volume of sales of at least \$500,000, as well as hospitals, businesses providing medical or nursing care for residents, schools and preschools, and government agencies. Additionally, even if the business is not covered, an individual employee may be protected by federal minimum wage law if that employee is engaged in interstate commerce.

- State minimum wage for covered nonexempt workers is \$6.25 effective October 1, 2006. State law covers all employers having four or more employees. An employer covered by both state and federal minimum wage and overtime laws must pay workers pursuant to the law that provides the worker the most protection. The minimum cash wage for tipped employees in Arkansas is \$2.63 per hour as long as tips added to that bring the wage up to the applicable minimum wage rate.

- Overtime is required under both state and federal law with only some exceptions. Overtime must be paid at the rate of one and one-half (1 ½) times the employee's "regular rate" of pay.

- Neither state nor federal law requires an employer to provide a break or a meal period. Breaks of less than 20 minutes are considered work time, and the employer must pay covered employees for those breaks.

- Specific sections of both state and federal law, exempt certain employees from minimum wage and overtime or overtime only. If you

have a question concerning exemptions, you may contact the appropriate wage and hour office.

- Workers who are fired by a corporation must be paid their last paycheck within seven days of being fired, if demanded. In all other cases, payment must be made at the regularly scheduled payday.

- If an employer owes an unpaid last paycheck of less than \$2,000 to a worker, the worker may file a wage claim with the Arkansas Department of Labor. This is also true for independent contractors. If they are owed less than \$5,000, workers may file suit in Small Claims Court without an attorney.

- Employers may NOT charge workers for medical tests or drug screens that they require them to take.

- Employers may NOT require employees to have their checks direct deposited into a bank account. The worker has the right to refuse to use direct deposit. He may do so by giving the employer a written and signed letter that says the worker does not want direct deposit.

Benefits:

- Holiday pay, shift differentials, vacation pay or sick leave are not required to be offered to workers under Arkansas law.

- The federal Family and Medical Leave Act requires some employers to provide unpaid leave for serious medical conditions of the employee or their immediate family. This law is enforced by the U.S. Department of Labor, Wage and Hour Division.

- Employers having three or more employees should have workers' compensation coverage in case of injury in the workplace. Workers wanting to make a claim for on-the-job injuries should contact the

Arkansas Workers' Compensation Commission at 501-682-3930.

- Workers who are laid off or terminated may be able to collect unemployment benefits. To file for unemployment benefits, workers should contact the Employment Security Department local office for assistance.

- Employers are not required to provide group health insurance or retirement benefits. If these benefits are provided, however, the employer must follow federal and state laws. For more information or assistance, you may contact the U. S. Department of Labor, Employee Benefits Security Administration toll-free at: 1-866-444-EBSA (3272).

Discrimination:

- State and federal law both make it illegal to treat employees differently because of age, sex, race, religion, national origin, or disability. Rights under the Arkansas Civil Rights Act are enforced by private lawsuit and workers who have been discriminated against should see a private attorney. Rights under the federal Civil Rights Act are enforced by the Equal Employment Opportunity Commission. That number is 501-324-5060.

- Pregnant workers are also protected from discrimination by law. For information on this law or to file a complaint, contact the Equal Employment Opportunity Commission at 501-324-5060.

Workers cannot be denied a job because they are a member or are not a member of a labor union. Workers who feel they have been denied a job because of their union membership or non-membership, should contact an attorney for assistance.

Opportunities TO CHEW ON



Have items to sell?
Property to sell?
Openings to fill?
We'll include it!

ASSOCIATE NEEDED FAYETTEVILLE, AR

Large, well-established, small animal veterinary hospital located in Fayetteville, Arkansas seeks associate – experienced or new graduate. Competitive compensation and a pleasant work environment. For more information contact Dr. Derik Stanton at 479-443-4544 or fax resume to 479-443-4676.

ASSOCIATE NEEDED GREENWOOD, AR

We are a busy, progressive, predominantly small, but mixed animal practice, in search of an associate interested in working a variety of species. Candidates should be focused on patient care and client service. All qualified applicants will be considered. The practice breakdown is around 10% equine, 70% small animal and 20% food animal/exotic. We are blessed with an exceptional staff, state-of-the-art equipment and facility. Most of our work is in-clinic but we do provide ambulatory service to the area farms and ranches. Greenwood lies in the River Valley Fort Smith Arkansas area. Greenwood is a great place to live, practice and raise a family. Compensation will depend on the applicants abilities and what they can bring to the practice but is competitive with benefits. Please call Dr. Mark Sharp at 479-996-6095 or 479-651-8387. Fax number is 479-996-2421.

VETERINARIANS NEEDED

Growing non-profit S/N clinic is seeking vets to work one or two Saturdays a month. Pulaski County area. Contact: Jennifer Pearson 501-554-0555

ASSOCIATE NEEDED FT. SMITH, AR

Rapidly growing veterinary practice in Ft. Smith Ar. has a position available for an associate veterinarian. The practice is primarily small animal oriented with some equine work. The candidate should be proficient in small animal medicine and surgery. The position available does not require equine work. Salary dependent on experience level. Candidate will work a 40 hour week. Most after hours calls are referred to an emergency clinic but any after hours work done will be compensated. Benefits include vacation days, paid dues, CE allowance, professional liability paid. Please contact Dr. Butler at Rye Hill Veterinary Clinic 479-646-2233
Email docvet84@att.net.

VETERINARIAN WANTED SHREVEPORT, LA

Immediate opening for full time veterinarian at Towne South Animal Hospital in Shreveport, LA. Towne South is an AAHA accredited small animal hospital with an excellent client base that places an emphasis on client education and preventive medicine. The hospital is fully equipped with the latest equipment including digital radiology, ultrasound, Cornerstone electronic medical records, DIA client education software and more. There is also an excellent support staff. No after-hours emergencies, and reasonable working hours. Excellent opportunity for the right individual! Please call Dr. McFadden at 318-347-1338 or email resume kmcfad-

den@townesouthah.com or mail resume to Dr. McFadden, Towne South Animal Hospital, 2403 E. 70th Street, Shreveport, LA 71105.
www.townesouthah.com

PRACTICE FOR SALE

Established small animal clinic for sale in NW Arkansas. Stable income for 20+ years. Located in a professional area among other Dr. offices. Real Estate and practice for \$450,000 firm. Partial financing possible. Call 479-633-2498 for more information.

PRACTICE FOR SALE HEBER SPRINGS, AR

Fish on the Little Red River or Greer's Ferry Lake and be at the clinic by 9am! Veterinary Clinic for sale in retirement community in Heber Springs, AR. 2,100 Sq. Ft. clinic has networked computers, chemistry, QBC, automatic processor, endoscopy, patient monitoring etc., kennels with indoor and outdoor runs, private parking and property to expand. There is beautiful tile flooring and backsplash. Dr's very large office has mini-kitchen, private bath with shower. Contact: Jeff McKenzie, 501-250-5025; Jeff@McKenzieRealtyGroup.com



**Need another 2011
Directory for your clinic?
Send \$5.00
per directory to:
AVMA
P.O. Box 17687
Little Rock, AR 72222**

Salam Alekum, continued from page 1

donkey for our educational training, so it is fun to have a little farm here. I enjoy time in the barn with them. The sheep are Somali fat tails...look them up, they are so weird.

We are in the eastern provinces, pretty close to Pakistan with beautiful mountains off in the distance. Weather here is much better than in Arkansas. Highs here are about 85-90°F in the day and down to 70s at night. It will be cold here by the time I get home. Our FOB (Forward Operating Base) is fairly small. However, the DFAC, dining facility, is all the way on the other side of the base from our Bhuts, our barracks, and is about ½ mile, up hill!!!! Poor us. Living conditions are not too bad, I have my own dorm style wooden room, 8X8", hey, I have a bed, so I am happy. There are 5 of us

in the hut. Our latrine is about 4 blocks from our room... port 'o potty, latrines with running water, shower and sink is a good hike, about 6 blocks from our room. Long hike in the middle of the night. In the dark, however, the sky and stars here are absolute magnificent...so brilliant and beautiful at night.

Meanwhile, pray for the families of the soldiers that have died, 6



from here. Pray that our team stays safe and we have a good tour.
"Peace be with you"

Kate

2011 BOARD OF TRUSTEES

President • Damian Stroder, DVM

Byreview Veterinary Clinic • 207 Highway 67 W • Hope, AR 71801
870-777-6774 • Fax: 870-777-2099 • byreview_dr@yahoo.com

President Elect • Scott Smith, DVM

Spring Park Animal Hospital • 404 Highway 201 N • Mt. Home, AR 72653
870-425-6201 • Fax: 208-379-5598 • doc-smith@uddenlinkmail.com

Vice President • Kate Williams, DVM

St. Francis Animal Hospital • 121 Virginia Street • Springdale, AR 72764
479-751-8060 • Fax: 479-872-8730 • drkatewilliams@aol.com

Secretary/Treasurer • Michael A. Liles, DVM

Liles Animal Clinic • 129 West Booth Ave. • Searcy, AR 72143
501-268-5381 • Fax: 501-268-1117 • mliles83@sbcglobal.net

Past President • Rene' LaVergne, DVM

Westrock Animal Hospital • 14104 Taylor Loop Rd. • Little Rock, AR 72223
501-868-7800 • Fax: 501-367-0019 • cajundvm@gmail.com

2011 TRUSTEES

District I • Michelle Belviy, DVM • Animal Medical Clinic • 3045 Market Ave. • Fayetteville, AR 72703 • 479-521-5220 • FAX 479-444-8292 • michelle.anidoc@gmail.com

District II • TBD

District III • Archie Ryan, DVM • Southwest Drive Animal Clinic • 605 Southwest Drive • Jonesboro, AR 72401 • 870-935-4012 • FAX 870-935-4582 • ryanvet@tdn.to

District IV • Rusty Henderson, DVM • Eastside Animal Clinic • 9600 Rogers Ave. • Fort Smith, AR 72903 • 479-452-5700 • Fax: 479-452-5726 • CHE6@aol.com

District V • Andrea Shaw, DVM • Relief Veterinarian • 4300 Edgemere St. • North Little Rock, AR 72116 • 501-912-5077 • vetmom@sbcglobal.net

District VI • TBD

District VII • Wayne Groce, DVM • 831 Rock Springs Road • Wilmar, AR 71675 • 870-367-5085 • waynegroce@wildblue.net

District VIII • Floyd Mann, DVM • Apple Farm Vet Hospital • 2501 DeWitt Henry Dr. • Beebe, AR 72012 • 501-882-5350

AVMA Rep • Hugh "Chip" Price • Animal Resources, LSU Health Science Center • 1501 Kings Highway, • Shreveport, LA 71103 • 318-675-5200 • Fax: 318-675-7825 • hprice@lsuhsc.edu

AVMA Delegate • Tim Woody, DVM • 904 Raintree Lane • Siloam Springs, AR 72701 • Dvmwoody@aol.com

AVMA Alt. Delegate • David Blount, DVM • 6905 Rogers Ave. • Ft. Smith, AR 72903 • 479-452-4300 • FAX 479-452-4302 • arkvet@aol.com

State Veterinarian • George Badley, DVM • AR Livestock & Poultry Cmsn. • #1 Natural Resources Dr. • Little Rock, AR 72205 • 501-901-2400 • Fax: 501-907-2425 • pbadle@arlpc.org

AVMA Poultry Rep • TBD

Recent Grad • Chad Towns, DVM • Honey Hill Animal Hospital • 116 Honey Hill Road • Searcy, AR 72143 • 501-203-5191 • honey.hill.vets@gmail.com



P.O. Box 17687
 Little Rock, AR 72222-7687

Presorted Standard
 U.S. Postage
 PAID
 Little Rock, AR
 Permit #31






SOUTHWEST VETERINARY SYMPOSIUM
SEPTEMBER 29 – OCTOBER 2, 2011
san antonio

MORE than **375 HOURS** of CE for the ENTIRE PRACTICE TEAM

- ◆ CE TOURS – SEAWORLD, SAN ANTONIO ZOO, LACKLAND AFB/ VETERINARY HOSPITAL & EAGLE VETERINARY HOSPITAL – *an energy efficient “green” facility*
- ◆ INTERACTIVE LABS
- ◆ COMPLIMENTARY CD
- ◆ DESIGN CONFERENCE
- ◆ 200+ EXHIBITORS

There is Still Time to Register & Attend
the **SOUTHWEST’S BIGGEST & BEST**
CE CONFERENCE & TRADE SHOW

LEARN MORE @ www.SWVS.org

FOLLOW SWVS on:   



PARTNER STATE VMAS



ALLIED PARTNERS



FOUNDING SPONSORS



SUSTAINING SPONSORS

