The NY State OSHA work group has been involved in numerous conversations with OSHA and NY-DOL staff relating to the upcoming Local Emphasis Program (LEP) dairy inspections in NYS. There are three important items discussed below:

**Temporary Labor Camps:**
While most dairy farms that offer housing to employees do not consider themselves to be operating a temporary labor camp, there have been some concerns that small farms (those with fewer than 11 non-family employees) providing housing to Hispanic employees could be inspected if those workers live in farm housing and if OSHA considers those employees to be temporary workers. After a review by OSHA legal staff, we have been told that there are two requirements to determine if a farm does in fact maintain a temporary labor camp and is therefore subject to OSHA inspection:

1) the work period set by the employer is temporary (rarely the case for milking staff and barn workers)

AND

2) the employer REQUIRES the worker to use the housing provided to the employee.

If a small farm does not meet these requirements, then they do not have a temporary labor camp and therefore, are NOT subject to ANY OSHA inspection or enforcement.

OSHA will confirm this in writing in the coming weeks but we felt it was important for small farms that were concerned about this to understand their regulatory status as soon as possible given spring work is fast approaching.

Can individuals who are not OSHA employees be part of an inspection on my farm?

Another question that has developed over the last several months relates to the right of OSHA to ask non-OSHA representatives (“walk around representatives”) to assist with an LEP inspection. OSHA has told us that both the law and regulations provide them

*Continued on page 3*
Mission Statement

The NWNY Dairy, Livestock & Field Crops team will provide lifelong education to the people of the agricultural community to assist them in achieving their goals. Through education programs & opportunities, the NWNY Team seeks to build producers' capacities to:

✦ Enhance the profitability of their business
✦ Practice environmental stewardship
✦ Enhance employee & family well-being in a safe work environment
✦ Provide safe, healthful agricultural products
✦ Provide leadership for enhancing relationships between agricultural sector, neighbors & the general public.

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the option to use outside advisors. This is typically done when OSHA personnel believe they lack certain expertise or where a third party may be necessary to build trust with stakeholders of the organization they are inspecting. We have been told that walk around representatives are typically NOT used in inspections of any industry and it is unlikely that they will be used by OSHA in dairy farm inspections under the LEP in NYS. However, if such a person is joining for an inspection, the OSHA inspector needs to declare that person to the farm before the inspection starts (and farm managers would be wise to ask). Every employer has the right to challenge the presence of an outside advisor on an inspection and the farm may refuse entry to that person. OSHA also has the right to assert the need for the walk around rep and may or may not choose to seek a warrant or to take other measures to secure this assistance.

**Bunker Silos**

We have reached a consensus regarding what large dairy farms should have in place for the upcoming summer LEP compliance inspections. This information is now being communicated by OSHA safety officials in presentations that started on March 26, 2014. Prior to March 26th, OSHA officials had cited some bunker safety publications that suggest bunkers should not be filled above bunker wall height, that packing tractor rear axle height should be at or below bunker wall height, and that there should be guard/safety rails along the top of bunker walls. There is broad agreement that bunker silos present serious or fatal fall and rollover hazards, and that the ideas being cited by OSHA would help address some of the hazards. However, there is also recognition that feasible solutions to address these hazards will take ingenuity, significant engineering effort, site-specific planning, time and capital to be developed and implemented.

In the meantime, dairy farm managers should implement the following:

1) **Annual Safety Training Program** - All dairy farm staff, and any custom operators or consultants with duties in the following areas need to be trained at least annually in:
   - operating trucks/packing tractos during silo fill;
   - covering bunkers after harvest
   - removal of cover material such as plastic and tires;
   - working near bunker faces, using defacers, taking forage samples (includes feed nutritionist), etc.

2) **Tractor Safety Equipment** - Make sure packing tractors have ROPS and safety belts that are in working order and are used by operators.

3) **Silage Truck Safety Equipment** – Make sure all mirrors are in place, tires are properly inflated, and all lights and back up indication equipment work.

4) **Bunker Silo Structural Inspections** – Visually inspect bunkers for obvious structural defects and repair those that could lead to failure before beginning the ensiling process.

5) **Standard Operating Procedure** – Though not required, farms should consider having complete, accurate, written procedures for bunker silos, including filling, covering, and unloading and be sure that employees have been trained on following them.

6) **Bunker Silo Site and Sounding Area** – Visually inspect the bunk silo site and adjacent areas for specific safety concerns, try to eliminate the hazards and make sure relevant employees are informed of changes or any hazards that cannot be eliminated.

7) **General Communications** - Inform all non-essential personnel to stay out of and away from the bunker and post warning signs where practical.

Based on the discussions with OSHA, it is clear that the dairy industry will need to make safety related changes in bunker design and management in the coming years. It would be helpful for each farm to give consideration to how their bunker systems can be made safer. A technical work group will be forming to evaluate current options and to develop other viable solutions. We will distribute and post new information as it becomes available on PD, NEDPA, NYCAMH and other websites.

This is an edited version of the full release. To view the full release visit: [http://www.ansci.cornell.edu/prodairy/pdf/OSHA_LEPNews.pdf](http://www.ansci.cornell.edu/prodairy/pdf/OSHA_LEPNews.pdf)
Performance of Western NY Region Dairy Farm Businesses in 2013 – Preliminary Results

By: John Hanchar

Summary
♦ While milk sold per cow was relatively stable, milk receipts per hundredweight (cwt.) rose 9.9 percent to $21.63 in 2013 when compared to 2012.
♦ In 2013, the operating cost of producing a cwt. of milk was $16.36, an increase of 6.0 percent relative to 2012.
♦ As of April 7, 2014, preliminary results suggest that the same 55 Western New York region (WNY) dairy farms in Cornell University Cooperative Extension’s Dairy Farm Business (DFBS) Program achieved greater levels of profit in 2013 compared to 2012 -- for example, in 2013, the rate of return on all assets without appreciation averaged 8.3 percent compared to 6.3 percent in 2012.

Introduction
On April 8, 2014, at the WNY Region’s Annual Meeting for DFBS Cooperators, PRO-DAIRY staff and Cornell University regional specialists presented results compiled by Charles H. Dyson School of Applied Economics and Management staff, Cornell University. The results reported at the meeting, and here represent averages for the same 55 WNY dairy farms cooperating in 2012 and 2013.

Size of Business
♦ The average number of cows per farm rose from 781 in 2012 to 820 in 2013, an increase of about 5 percent.
♦ Worker equivalents per farm rose about 2.4 percent to 17.4 in 2013.
♦ Total tillable acres increased from 1,423 to 1,469.

Rates of Production
♦ Milk sold per cow averaged 25,572 pounds in 2012 compared to 25,983 in 2013.
♦ Hay dry matter per acre rose 25.8 percent to 3.9 tons, while corn silage per acre rose from 16.8 to 19.2 tons.

Income Generation
♦ Gross milk sales per cow increased from $5,092 in 2012 to $5,621 in 2013, an increase of 10.4 percent.
♦ Gross milk sales per hundredweight (cwt.) rose from $19.68 to $21.63.

Cost Control
♦ Dairy feed and crop expense per cwt. of milk rose from $8.11 in 2012 to $8.78 in 2013, an increase of 8.3 percent.
♦ In 2013, operating cost of producing a cwt. of milk was $16.36, an increase of 6 percent relative to 2012.

Profitability
♦ Net farm income without appreciation per cwt. of milk averaged $3.74 in 2013, an increase of 33.6 percent compared to 2012.
♦ Rate of return on equity capital without appreciation rose 41.5 percent in 2013 from 7.4 in 2012.
♦ In 2013, the rate of return on all assets without appreciation was 8.3 percent, an increase of 27.8 percent relative to 2012.

Final Thoughts
Owners of dairy farm businesses cooperate in Cornell University Cooperative Extension’s DFBS Program for the purpose of identifying strengths and weaknesses by comparing their results to results of other cooperators. Are you interested in realizing the benefits of DFBS participation? Call John Hanchar – for contact information, please see information at the front of this newsletter.
May’s “Most Wanted” Insect Pests

By: Mike Stanyard

It was a long cold winter but our local resident insect pests are pretty tough! As crops are going into the ground, emerging and growing in May, many pests could be dining on your field crops. Below is a list of the culprits you should be wary of and what their feeding damage looks like. May is a very important month to get out in your fields, scout, identify, and manage insect pests before they become a serious problem! We will be providing additional timely scouting information on these insects in our weekly Ag Alert email as the season progresses.

**Alfalfa: Alfalfa Weevil**
- Larvae emerge in late April
- Look for shot-hole feeding in upper leaves
- Threshold: 40% of plants have feeding injury

**Oats and Wheat: Cereal Leaf Beetle**
- Black slimy slug-like larvae
- Strip green tissue off leaves
- Threshold: 3 or more eggs + larvae per stem

**Corn: Black Cutworm**
- Eggs laid in April on grasses and weeds
- Larvae cut corn plants up to V6 stage
- Threshold: 5% of plants cut

**Corn & Soybeans: Seedcorn Maggot**
- Look for uneven emergence, stunting
- Small maggots feed on large seeds
- Controlled with insecticide seed treatments

**Soybeans: Slugs**
- Look for holes in leaves, slime trail
- More prominent in no-till
- Can be controlled with tillage and baits

**Soybeans: Soybean Aphid**
- First found around mid-May
- Look on newest emerging trifoliate
- Threshold: 250 per plant
Read an Ag Blog
By: Libby Gaige

Last month’s article featured some upcoming agricultural webinars. In keeping with the theme of using technology to become more educated producers, this month I’d like to explore some great blogs that are available. Blogs (short for web logs) are informational sites published by individuals, universities and other sources. A benefit of blogs is that they are accessible anytime, while webinars are sometimes available only at time of broadcast, and sometimes charge a fee for attendance. In addition, blogs are generally shorter snippets of writing, often interspersed with photos and videos, which puts you in charge of how much time you want to spend. Instead of setting aside a full hour for a webinar, you can take five or ten minutes a day to browse through new blog post or two.

Some blogs allow you to enroll or follow them, which automatically notifies you by email when new content is posted. Another neat feature about blogs is that they are interactive, allowing readers to ask questions and make comments. Some blogs are very science based; others are focused on current events, while still others have more entertainment value. Agricultural topics range across all types of farming. Whatever your interests, you’re sure to find a few with value.

http://perfectparlor.com/ - Also called “The Almost Perfect Parlor,” this blog discusses ways to keep milking parlor equipment and staff working efficiently and profitably.

http://www.thebeefblog.com/ - Published by the Purdue University department of Animal Science, this blog provides readers with “timely news, issues, and management tips that have the potential to affect the beef business and decision-making process.”

http://billsforagefiles.blogspot.com/ - I would be remiss not to mention this blog published by our Field Crops Specialist, Bill Verbeten! Self-described as “a blog dedicated to helping farmers improve their production and utilization of forage, corn, soybean, small grain, and cover crops.”

http://farmpolicy.com/ - This will keep you up to date on federal-level farming policy news.

http://www.erinehnle.com/blog - One of my personal favorites, this talented photographer shares her passion for agriculture by blending stunning photos with words and numbers to share a story about modern agriculture.

http://modernfarmwife.com/ - On the lighter side of things, this blog is written by a city girl who married a dairy farmer and moved to rural Michigan. Her take on life, dairy farming, and agriculture in general is refreshing.

Do you publish a blog? Do you have a favorite blog that you subscribe to? If so, send me the link (to geg24@cornell.edu) and I’d be glad to share it with the farmers we work with.

Visit http://www.seametrics.com/blog/top-agriculture-blogs/ to see a list of top agricultural blogs!
We recently completed a Hoof Health and Lameness series aimed at helping producers both understand the serious nature of this topic and the costs associated with it. Zinpro and the Hoof Trimmers Association were instrumental in this effort providing both resource materials and instructors.

The Novus study a few years ago showed the Northeast to be the worst offender when it came to lameness out of the entire US with 55% of surveyed cows being clinically lame! More confinement on concrete and older less cow-friendly stalls compared to other regions was suspected. Our focus on cow behavior, patterns of eating and resting, stall use and the way we looked at lameness was given quite a jolt. As the No. 1 animal welfare issue, one that the public can easily identify without knowing anything about dairy management, it is critical to address this problem.

Lameness is costly whether you see it or not

Dr. Chuck Guard at Cornell estimated the cost of a case of lameness 15 years ago to be around $350 when all factors were considered. Lameness is in the top three reasons for culling dairy cattle next to mastitis and reproduction. Hoof health should be on everyone’s action list. Using a model from Zinpro, it can be estimated what it costs to have lameness in the dairy herd. As an example, a herd producing an average of 75#/day, receiving $20.00/cwt, with 20, 35 or 50% of the cows scoring 3, 4 or 5 on locomotion scoring will lose $9,500, $16,000 or $22,000 respectively per 100 cows in one year compared to the herd with 5% visible lameness.

Frequent, routine trimming saves money

Years past the standard used to be that cows were seen by the trimmer if they were lame or had long feet. Sound cows with “good looking” feet were skipped. Today we know that sound cows can have developing hoof abnormalities that will result in lameness fairly quickly if not trimmed. Cows with a score of 2 (walk evenly with only a slight upward curve to the back) are four times more likely to be lame with a score of 4 or 5 in one month than to remain a 2.

All cows should see the trimmer on a time interval basis, at a defined stage of lactation or some combination. Events that lead to hoof disorders may require an acceleration in the trimming program until clinical lameness and hoof health return to acceptable levels. One program does not fit all. Heifers need attention too! Pre-fresh trimming will help relieve potential foot discomfort on top of the stresses of entering the world of the milking cow.

Managing the cow environment and health - a multifactorial task

* Hoof overgrowth leads to imbalances with pressure points and hoof structure breakdown.
* Rumen acidosis whether caused by blatant errors in ration formulation, uncompensated forage dry matter swings, slug feeding or heat stress changes growth patterns and tissue health inside the hoof.
Reduced lying times stemming from overcrowding, heat stress, social competition, excessive away-from-the-group time or simply uncomfortable stalls put mechanical stress on feet leading to problems. If the rate of swollen hocks approached 5% in the herd, stall comfort should be investigated.

Infectious hoof problems symbolized by digital dermatitis or heel warts are compounded by constant exposure to manure and urine that limits oxygen exposure to softer areas around the hoof and favors the causative agents. Foot baths can compensate for poor hygiene to a degree, but are costly and labor intensive when done correctly. These are subject to variation in impact by hoof hygiene, water pH, temperature and bath design.

Body condition loss around calving has been found to correlate to the risk of sole ulcers. The fatty digital pad under the back part of the sole cushions the hard bottom of the hoof from the bony structure underneath. When this shrinks with weight loss (particularly serious in fresh heifers) the risk of heel ulcers rises especially when lying time is not good. All fresh animals have the additional handicap of high relaxin levels. Relaxin is a hormone that “softens” ligaments to assist in making the birth canal more elastic. Unfortunately, it also allows the hoof support mechanism to stretch and increase sole pressure from the pedal bones in the hoof.

What your hoof trimmer should do for you

- Offer references from other customers
- Provide sufficient manpower to properly maintain trimming needs based on the herd size
- Maintain a schedule without constant changes
- Verbally communicate with the herdsperson or owner
- Provide detailed records of each cow by foot, lesion, location and severity, not just how many were trimmed and how many blocks were used
- Provide an overview of hoof conditions, rechecks, changes in the trimming interval & treatment needs
- A clean trimming table/chute and tools
- Never leave with more lame cows than when he started!

What you should provide to your trimmer

- A trimming site that is convenient, easily accessed and relatively clean
- Good lighting and a source of electricity
- Help to provide cows when he needs them
- Efficient system to move, capture and return trim cows
- Place to clean up the table/chute and equipment
- Feedback on problem cow progress or failures
- Consideration in advancing the trimming schedule if so recommended

Hoof care and all that goes with it has been on the back burner for a long time. It is a public image issue and one of the few remaining easy pickins’ margin builders. Like all paradigm shifts it takes some thinking about and effort to make it work.
As I write this (April 14) the sun is shining, the breeze is blowing with a feel of spring in the air. Pastures are just starting to green up. The short-term forecast sounds like back to winter, but grazing season will soon be here. Start planning now for the grazing season, if you haven’t already.

Rotational grazing is the optimum way to utilize pastures. Grazing animals are fenced into a specified sized paddock for a predetermined length of time. These numbers are based on calculations: animals eat from 2-5% of their bodyweight per day (depending on species, stage of growth and production) and they need that many pounds of dry matter multiplied by the number of head. Shorter rotations utilize pastures more efficiently; dairy cows are generally moved to fresh paddocks twice a day and other livestock once a day to once a week. After 3 days on the same paddock regrowth will begin to be grazed by the livestock and can delay regrowth. I don’t recommend continuous grazing unless there is much more pasture than the livestock can utilize. This method of grazing leads to poor quality pastures.

Ideal grazing height is 8-10”. Can you wait that long to start grazing? No. Wait for the grass to get some growth and take a look at the number of leaves on the grass plants, more than 3 leaves. Some research indicates to count leaves not inches! Grazing when the grass is too small will remove the growing point which will slow regrowth. Flash graze if necessary; move the animals through quickly to prevent damage to growing points. If the soil is wet start grazing when the grass is quantity of pasture will help protect the soil from hoof action. If too much pasture gets ahead of you harvest excess as hay, clip the paddocks fairly closely or bring in another group of animals. This will encourage tillering of the grass plants.

Where to start? This may depend on what ground is dryer or what pasture grasses have more growth. Some pastures may be better suited for harvest so keep that in mind when beginning the grazing season. A rule of thumb to start the season is you’ll need to harvest half since the livestock can’t keep up.

Keeping residual plant (what’s left after grazing) height taller encourages regrowth of the taller plants. Kentucky bluegrass, less-productive clovers (think sweet clover in your lawn), and weeds do well under short conditions. Leaving the residue taller will encourage the more productive, taller plants to flourish and stay productive. Take half, leave half is a good rule of thumb.

Rest period is just as important as residency period. Pastures need adequate time for regrowth to remain productive. Spring conditions that are cool and moist encourage fast regrowth, 10-14 days, hot and dry conditions may warrant 40-60 days.

A big problem is leaving grazing animals out too late in the fall. I have been told by a seasoned grazier that one day more in the fall will be three days less grazing in the spring. Grass plants need root and rhizome reserves (stored energy) to begin spring growth. There will be little leaf material to capture sunlight for photosynthesis so energy to begin growth is supplied by the stored carbohydrates. This can’t be helped now, but keep this in mind in the fall.

A great way to learn about grazing is to attend a pasture walk. Those who host one learn more than those who attend, so I have been told! If you’d like to host one give me a call. My phone number is listed on the inside cover.
Because having only one is just silly.

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Soil Tests for Corn Nitrogen Needs

By Bill Verbeten

With extreme weather in 2012 and 2013 many farmers and consultants are scratching their heads trying figure out what in the world to do for applying nitrogen for the 2014 corn crop. While soil testing in the fall is standard procedure for other nutrients, normal soil sampling and testing does not document the nitrogen available to corn. In dry years some nitrogen can carryover in the soil from fall to spring, but wet years have high levels of nitrogen loss. Nitrogen from manure and plowing down haylage are not available as quickly as nitrogen fertilizer. Normally a corn crop does not need any nitrogen beyond a small amount of starter in the first year plowing down a haylage field. Dairies can often meet their nitrogen needs with manure. However many corn fields after haylage or with lots of manure needed sidedress nitrogen in 2013 due to excessively high rainfall. Because of all these reasons the soil tests for nitrogen usually have different procedures than normal soil testing. Depending on the growing season some soil tests may be more useful than others, and other tools may be needed in addition to or in place of soil testing.

Pre Plant Nitrate Test

The Pre Plant Nitrate Test (PPNT) is done 1-3 weeks prior to corn planting to measure the carry-over nitrate from the previous year. With the drought in 2012, taking PPNT samples might have been worthwhile in the spring of 2013; however, high rainfall levels prior to planting washed out most of any carryover nitrogen. Carryover nitrate is highly dependent on soil type and precipitation, Figure 1. The PPNT is not a good test for manure or legume nitrogen availability since it is too early in the growing season. If taking PPNT samples, take 15 cores at 0-1 ft. and 1-2 ft. depths on up to 20 acres. Dry or freeze the samples immediately prior to shipping to a lab. Results are given as lb./acre of nitrate. As soil test nitrate levels increase, nitrogen recommendations decrease until the soil test nitrate level reaches 200 lb./acre. Few responses to fertilizer are observed above this soil test level.

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<thead>
<tr>
<th>Soil Type</th>
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<td>Below Normal</td>
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<td>Nitrate carry-over potential</td>
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<tr>
<td>Sandy</td>
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<td>Loam</td>
<td>High</td>
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<tr>
<td>Silt Loams &amp; Clays</td>
<td>High</td>
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</tbody>
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Figure 1: Soil Nitrate Carry Over Potential
Source: University of Wisconsin

Pre Sidedress Nitrate Test

The Pre Sidedress Nitrate Test was developed in Vermont specifically to try to quantify the nitrogen available to corn from manure and legumes. A five year study in 10 Midwestern states from 1988-1992 validated this test and the critical response level for corn of 25 PPM nitrate in the soil. However extremely dry years (2012) and extremely wet years (2013) can reduce its accuracy because there is still a lag time between taking PSNT samples and when the corn has maximum nitrogen uptake. Under more normal weather conditions the PSNT is a very good test for determining corn sidedress nitrogen amounts.
Sample when the corn is at V4 to V6 (6 to 12 inches tall, Figure 2) by taking 15 soil samples at the 0-1 ft. depth on every 10-15 acres. For cash grain farmers without manure or haylage the PSNT generally has little value. Continuous corn fields almost always test 5-9 PPM and corn-soybean fields are essentially always in the 11-15 PPM range which confirm most standard corn nitrogen calculations based on yield goals. Dairy farms should take PSNT samples when plowing down grassy haylage stands or to confirm manure nitrogen.

**Illinois Soil Nitrogen Test**

The Illinois Soil Nitrogen Test (ISNT) was developed to identify corn fields that would not respond to nitrogen fertilizer. The PPNT and PSNT usually identify fields that need nitrogen, but they tend to over predict the nitrogen needs of corn 30-40% of the time. In high fertility cropping systems (even with only commercial fertilizers) the more reactive portions of the soil organic matter can build up high levels of nitrogen that are bound to proteins and sugars which are not accounted for by the PPNT and PSNT. Soil sampling for ISNT is generally incorporated into the normal fall procedure for soil sampling at a 0-8 in. depth because this nitrogen is part of the organic matter. Work at Cornell University has found that accounting for soil organic matter levels improves the accuracy of the ISNT under NY conditions.

**Upcoming Webinars:**

**Tools for Teams Webinar Series: Reproduction Management**

May 9, 11:00 a.m.-12:30 p.m.
Penn State Extension
(http://extension.psu.edu/animals/dairy/events/copy_of_tools-for-teams-webinar-series-reproduction-management)

**Update on Mineral Nutrition of Dairy Cows**

May 12, 1:00-2:00 p.m.
Presented by: Bill Weiss, Ohio State University
(http://www.hoards.com/webinars)

**Managing Through the Cycles: Staying in Control of Your Business**

May 14, 1:00 p.m.
(http://pdpw.org/programs_and_events.php#event_link_138)
Get ready for summer heat – plan now!

Tom Bailey, DVM, technical services advisor with Elanco Dairy Business, makes some great points about heat stress on milking and dry cows.

* Since cows produce up to 5,000 BTU’s/hour, their threshold of heat stress on the average is at 68°F, lower in the highest producers and during extremely high humidity.
* Cooling prefresh cows can result in more milk with higher fat and protein yields adding up to increases of 20 lbs. milk/day on a component corrected basis.
* The priority for cooling with water and fans starts with the holding area. Close up cows, transition cows and then the high group follow in importance.
* Soaking cows, if done with proper plumbing, installation and pressures, takes 18-20 gallons of water/cow/day. This will offset the farm water use and runoff into the manure storage when reduced water intake, decreased urine production and a 30% evaporation rate is taken into account.
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**MAY 2014**


12  **Update on Mineral Nutrition of Dairy Cows Webinar**, 1:00-2:00 p.m., Presented by: Bill Weiss, Ohio State University. http://www.hoards.com/webinars

14  **Managing Through the Cycles: Staying in Control of Your Business**, 1:00 p.m. http://pdpw.org/programs_and_events.php#event_link_138

30  **Tools for Teams Webinar Series: Best Milking Practices**, 11:00 a.m.-12:30 p.m., http://extension.psu.edu/animals/dairy/courses/tools-for-teams