Winter Wheat Harvest, Protection, & Storage

By: Mike Stanyard

Year at a Glance

Overall the winter wheat across NWNY looks to be in great shape. I am seeing more stream bars applying nitrogen and separate herbicide/fungicide tank-mixes where necessary. I saw a couple of brown torched fields but not as many as usual! Powdery mildew was present in specific varieties but not near the amount of pressure we saw early last year. Cereal leaf beetles have been hanging around at relatively low levels and common armyworms have been a no-show so far (fingers crossed). Most of our wheat pollinated over the first week of June and the weather was mostly favorable. I saw quite a few sprayers in the field at flowering which means fungicides such as Caramba and Prosaro were being applied mainly for Fusarium head scab (FHS). The Fusarium Risk Assessment Tool (http://www.wheatscab.psu.edu/) projected a low risk of FHS infection for NY through most of this critical flowering stage (June 1-9). These applications also protected the flag leaf from leaf diseases like powdery mildew, rust and fungal leaf blights. Your job is done until it is time to harvest and get it in the bin.

Harvest Preparation

Know your grain moisture and have the combine prepared to go when it’s time to pull the trigger. Weather and field conditions do not always cooperate during harvesting. Many producers will start harvesting at 20% and dry it down to 13%. Producers who don’t have dryers and rely on field drying, run the greater risk of reduced grain quality. The first harvested wheat will have the best quality. Vomitoxin from FSH is also a concern each season. Look for pink coloration and shrunken kernels in the heads.

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.
If these conditions are present, set the combine fans to high to try and blow these light kernels back onto the field.

**Grain Bin Preparation**

Storage facilities should be inspected thoroughly prior to grain fill. Look for openings, leaky vents, fallen supports, and signs of rodents. Bird nests are always a treat to find in the auger or vents. Stored grain insects survive in old grain so complete cleaning is the first line of defense. Clean up all remaining grain on the floor of the bin. Take a long-handled broom and remove any grain stuck to the walls, around the door, supports, ladder rungs and in the fan opening. If there are a lot of fines remaining on the floor, clean up with a shop vacuum. It is amazing how many insect eggs and larvae are in a small amount of material. The same is true for grain handling equipment such as augers and drying bins.

After the bin is cleaned out, an insecticide application will help keep the grain mass clean. This can be more helpful the longer you keep the grain in storage. We are very limited when it comes to empty bin insecticide treatments. TEMPO® SC ULTRA and STORCIDE™ II (see label for application restrictions) are both labeled. Diatomaceous earth (Dryacide) is a non-insecticidal silica sand that can be applied as a dust in the bin and below the floor.

Spray the floor and walls inside the bin to the point of runoff. Spray some through the fan under the false floor of drying bins. Spray around the outside base of the bin and eliminate any weeds and old grain debris within 30 feet of the bin. Insects and rodents can survive on weed seeds too!

**Wheat Yield Prediction**

At the Cornell Small Grains Field Day on June 5, Bill Cox reviewed the past 30 years of weather data to make a yield prediction for NY this year. In years when we have above average rainfall in the spring, state yield averages are low. Bill’s prediction… 62 bushel state average. Let’s hope it’s higher!!!

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Managing Flies on an Organic Dairy

**July 17, 1:00 - 3:00 p.m.**

*Galens Homestead Acres,*
Steve and Hope Galens
3023 Taylor Rd, Clifton Springs.

The Finger Lakes Graziers have organized a visit to the farm to learn about their Cow-Vac, the fly vacuum that was purchased last year. We will also see other methods they use to control flies on their organic dairy. You are welcome to come and visit along with the group.
The calving event for dairy heifers is the portal that two animals must pass through to either become economic benefits or missed opportunities for the farm. One is the freshening heifer. The other is the newborn calf.

The fresh heifer’s age, weight, frame size, body condition score, metabolic status and readiness to enter the milking string has been programmed in some regards for a long time even as far back as her conception! Her genetics, neonatal experience, plane of nutrition, disease experience and bouts with environmental stresses work both for and against the standards by which she may be evaluated. When she becomes pregnant, whether she carries a bull or heifer calf and at what stage of physiological maturity she conceived may have a large impact on her health, lactation performance and longevity. Fat, older heifers calving in with big bull calves are prime examples of an investment that has a low probability of being paid back let alone making a profit.

The newborn calf can track in several ways. Although bull calves are bringing record prices today, they historically do not and pose a higher rate of dystocia, DOA’s and damage to the dam. Sexed semen has proven its worth in lowering the post calving consequences of larger bull calves on 1st lactation dams if not contributing to a surplus of heifers on many farms. Twins as well as bull calves born to smaller framed or over-conditioned heifers are not formulas for success. Reproductive ultrasound allows for fetal sexing and twin determination. Termination of twin pregnancies is now a fairly common practice avoiding mixed gender calves and freemartins, post calving problems and weak newborns.

Fertilization rates (the success of the egg and sperm joining) amongst heifers with normal reproductive tracts max out between 90-92% even with ideal insemination timing. Practical ideal conception rates determined by a pregnancy exam appear to be around 70%. Taking the highest fertilization rates of 92% and coupling that with a good conception rate of 65% at 42 days post insemination results in a pregnancy loss rate of 27%. Although this represents excellent performance and is lower than the usually quoted 40% loss for lactating cows, this is still a surprising number.

The 2014 Calf & Heifer Congress on December 10-11 will have a presentation and panel discussion on DPR with case study producers answering questions.
Small Farm Biosecurity

By: Nancy Glazier

With animal health closely related to profitability, biosecurity should be a priority on any size farm. It is often overlooked on small farms and is sometimes thought to be a large farm concern. A system of practices should include a comprehensive approach to cover many aspects for potential disease problems.

1. Beware when buying new animals. Animals purchased or brought back to the farm should be quarantined for a period of 21-30 days, depending on species and disease risk. Quarantined animals need to be far enough away from the home group that they can’t touch noses, share water or feed, or contact manure. All-in, all-out settings (swine and poultry), make sure the area is cleaned and disinfected and dry before new animals are moved in. Ask for health records for newly purchased livestock.

2. Wear clean clothes and clean boots when leaving the farm. Your animals may be healthy, but you may take manure to another farm or store and someone else may take it home with them. Their animals may be susceptible. If visitors are at your operation, disposable boots or boot wash should be utilized. Make sure manure and mud are removed prior to disinfecting since many products are neutralized by organic matter.

3. Watch out for wildlife and pests. Wild birds can transmit diseases to poultry and can be carriers of diseases to other livestock species by contaminating feed. Flies can also carry infectious diseases so do your best to keep populations at a minimum. Keep rodent populations under control. Use an integrated approach to control pests.

4. Don’t forget trucks, trailers, and other equipment. Keep cleanliness in mind even when driving to a slaughter facility. You don’t want to bring home manure on your tires or undercarriage from another farm. This is especially important with the swine infection PEDv (porcine epidemic diarrhea virus). Be cautious when sharing any farm equipment – both feed and manure - with the neighbor; keep it clean and disinfected.

5. Keep your herd or flock healthy. Maintain a health plan by working with your veterinarian to keep your animals vaccinated and healthy. Proper feed and water are critical.

This is a short list of suggestions. An ounce of prevention is worth much more than a pound of cure!
Performance of WNY Region Dairy Farm Businesses in 2013
Preliminary Results for a Group of Most Profitable Businesses
By: John J. Hanchar

Summary
- While milk sold per cow was relatively stable, milk receipts per hundredweight (cwt.) rose 10 percent to $21.83 in 2013 when compared to 2012.
- In 2013, the operating cost of producing a cwt. of milk was $14.97, an increase of 1.4 percent relative to 2012.
- As of April 7, 2014, preliminary results suggest a group of most profitable 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 capital without appreciation averaged 12.7 percent compared to 8.8 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. Results reported at the meeting, and in the May 2014 issue of Ag Focus represent averages for the same 55 WNY dairy farms cooperating in 2012 and 2013. Results reported here represent averages for 14 WNY Region dairy farms identified as the top 25 percent farms based upon the rate of return on all capital without appreciation, a measure of profitability.

Size of Business
- The average number of cows per farm rose from 1,146 in 2012 to 1,222 in 2013, an increase of 6.6 percent.
- Worker equivalents per farm rose 1.7 percent to 25.2 in 2013.
- Total tillable acres increased from 2,125 to 2,231 acres.

Rates of Production
- Milk sold per cow averaged 27,002 pounds in 2012 compared to 27,070 in 2013.
- Hay dry matter per acre rose 22.6 percent to 3.8 tons, while corn silage per acre rose from 16.5 to 19.5 tons.
**Income Generation**
- Gross milk sales per cow increased from $5,356 in 2012 to $5,911 in 2013, an increase of 10.4 percent.
- Gross milk sales per hundredweight (cwt.) rose from $19.84 to $21.83.

**Cost Control**
- Dairy feed and crop expense per cwt. of milk rose from $7.69 in 2012 to $8.26 in 2013, an increase of 7.4 percent.
- In 2013, operating cost of producing a cwt. of milk was $14.97, an increase of 1.4 percent relative to 2012.
- Total cost of producing milk per cwt. rose from $18.17 in 2012 to $18.58 in 2013, an increase of 2.3 percent.

**Profitability**
- Net farm income without appreciation per cwt. of milk averaged $5.39 in 2013, an increase of 46.1 percent compared to 2012.
- Rate of return on equity capital without appreciation rose 53.3 percent in 2013 from 10.5 in 2012.
- In 2013, the rate of return on all capital without appreciation was 12.7 percent, an increase of 44.3 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, for example, a group of most profitable businesses. 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.
As farmers in northwestern NY prepare to combine their wheat, barley, rye, triticale, oats, and other small grains in the coming weeks it’s important to review the best management practices for harvest timing, reducing harvest losses, increasing dry down, and preventing fires.

**Harvest Timing**

Generally winter small grains are harvested during the first part of July and spring small grains are harvested in late July to early August in northwestern NY. Unlike some areas of the Midwest and the Great Plains, farmers in the Northeast must contend with frequent rains during the small grain harvest season. Harvesting small grains at higher moisture levels reduces yield losses (Figure 1), pre-harvest sprouting, and test weight losses. It also reduces the wrinkling of kernels which occurs if small grains are left to dry in the field due to wetting and drying from late summer rains. However early harvest comes at the cost of additional drying operations in order to get small grains to desirable moisture levels (<12-13%) in storage. With specialty crops like malting barley it is essentially a requirement to harvest early in order to protect the quality required by the malt houses.

*Figure 1: Small Grain Harvest Losses Increase as Moisture Decreases*  
Source: Minnesota Association of Wheat Growers

**Reducing Harvest Losses & Increasing Dry Down**

Small grains can be lost during many stages of harvesting. They may not enter the combine, shatter in the field or during windrowing (aka swathing), during windrow pick or direct combining operations, or during the threshing, separating and cleaning operations within the combine. If using windrows, this operation needs to be done when the grain is 20% to 35% moisture to prevent grain loss. Swathing allows for harvesting 3 to 5 days earlier than direct combining due to uniform drying in the windrow. Work from North Dakota has shown that small grains at 35% moisture are yellow with no “milk” visible when the grains are crushed. For proper windrowing keep the reel speed slightly faster than ground speed and the reel centerline 6-10 inches forward of the cutterbar. Run the bottom of a fixed bat reel just below the small grain head height. A proper windrow will have small grain heads spread out evenly along the top with some crisscrossing of the straw.

Some farmers in the Midwest and Ontario spray their wheat with glyphosate prior to harvest to try to increase dry down speed or kill late emerging weeds. There is usual little drying increase from glyphosate pre harvest applications compared to not spraying and it requires delaying harvest for 7 days. Do not apply pre harvest glyphosate to wheat until the least mature area of the field reaches physiological maturity (Figure 2)-the hard dough stage-and has dried to at least 30% moisture. For feed barley 20% moisture or drier is required. **DO NOT** spray glyphosate or paraquat onto malting barley as germination will be reduced, especially in wet years.
Properly adjusting and operating the combine goes a long way to improve the quality and cleanliness of small grains while minimizing harvest losses. The operator’s manual is the best place to start so make sure to pull it out and review the adjustment settings prior to starting combining. Be sure to adjust the combine as needed in the field and get out of the machine to check what is being blown out the back end with the straw. For every 10-20 kernels per square foot left on the ground about 1 bu/acre is lost for most small grains. To calculate per acre losses see the “Measurement of Harvest Losses” section at this webpage from the Minnesota Association of Wheat Growers. If picking up a windrow, match the pick up speed to ground speed. Slowing down the ground speed reduces small grain harvest losses from the combine (Figure 3).

As combine speeds increase above 3 mph, losses from the cylinder, cleaning shoe, and straw walker increase rapidly. With best management practices, small grain losses during harvest will be a minimum of 2-3%, but can be much higher with poor management. Even with the recommended adjustments, losses of over 20% can occur if the combine is overloaded as the straw walkers are not as well suited to separate the grain compared to the sieve. Be sure to pay attention to the shaft monitors. If the lights or buzzers go off, the shaft speeds have dropped so stop and get out of the cab to check out the problem. When harvesting drier small grains slow down cylinder speeds and decrease the air speed to prevent kernel cracking.

**Preventing Fires**

If there are high temperatures and high wind speeds during small grain harvest the chance of fire is much higher. The last thing anyone needs is a combine or field fire so make sure to:

1) **Keep your equipment clean:** Fires cannot burn without fuel. Leaf blowers are great way to quickly get rid of residue between loads. Wipe off any extra grease.

2) **Keep the exhaust system maintained:** Older belts, chains, and bearings create heat from friction and can light the straw on fire.

3) **Have two fire extinguishers in the combine & carry a cell phone/radio:** If a fire does break out it’s best to have one fire extinguisher in the cab and another on the outside near ground level. Replace or maintain them yearly. If a fire is beyond your control get out and call for help.
Animal Care in Summer Weather

By: Libby Gaige

Share this article with your employees so that everyone can help keep cows and calves comfortable and healthy this summer!

The hot summer months can do a lot worse than make workers irritable and uncomfortable. Heat negatively affects cow performance in many ways. It can reduce fertility as well as decrease feed intake and milk production. Dairy cows can begin to feel mild heat stress when temperatures reach only 65 degrees, but relative humidity also plays a role. When humidity is higher, cows begin to experience heat stress at a lower temperature. Signs of heat stress include increased respiration and rectal temperature, panting, foaming at the mouth and bunching.

What can you do?

✦ Make sure the cows have enough water. Keep waterers clean and full of fresh water so that cows are encouraged to drink more.
✦ Keep an eye on cow cooling devices—fans and sprinklers should be in good working condition in order to maximize cow cooling.
✦ Keep stalls bedded and clean to entice cows to lie down and not bunch in the alleys.
✦ Try to leave cows alone during the hottest times of the day. If possible, complete herd work in the early morning when it is still cool.

Extra precautions need to be taken with calves.

✦ Chill colostrum quickly using an ice bath or bottles of ice in the colostrum, then refrigerate or freeze. Hot weather allows pathogens to reproduce quickly, so even a short time at room temperature can drastically reduce colostrum quality.
✦ Monitor grain pails closely and replace grain before it becomes soggy, moldy, or otherwise undesirable to calves. The fats in calf grains can go bad very quickly when it’s hot, leading to a rancid smell that turns calves off from it.
✦ Calves need to have fresh water provided at all times. Scouring calves or calves off feed should receive electrolytes to prevent dehydration.

Extra precautions need to be taken with calves.

Upcoming Dairy Skills Training...

2 Day Artificial Insemination & Reproduction Workshop, September 9 & 10
Calf Management Training
October 14, 16, 21 & 23

Stay tuned for more details...
Dairy Profit Team Springboards Davis Valley Farm Into Future

By: Joan Sinclair Petzen

Davis Valley Farm in Bliss, New York started a Dairy Profit Team in February. Since then the Team has embarked upon a journey, helping James Junior and James the Third to seize a number of opportunities to advance their farm business. The Davis father-son team milk 275 cows and farm 430 acres. They work to surround themselves with capable teams of employees and advisors. Jim III appreciates the Dairy Profit Team “because it gets everybody’s ideas on the table at the same time, Dad’s, mine, our herdsman’s, veterinarian’s, nutritionist’s, crop and environmental consultants’ and banker’s.” They are taking advantage of a New York Farm Viability Institute (NYFVI) grant that provides 80% cost sharing for farms to give a profit team a try.

One of the initial issues the team dealt with was a transfer pit in their dairy barn that had accumulated so much sand it was necessary to empty it for it to continue to be functional. The cost to access the pit and empty it was estimated to be $17,000 and would not provide a long term solution. Sand had accumulated from years of putting sand down on slippery floors to prevent cows from falling. At the same time, the farm is struggling with whether to continue to use sawdust for bedding or switch to sand.

With encouragement from the team the farm arranged to have a contractor come in and scabble the floor. The farm saw an immediate response in cows showing signs of heat without spreading sand. Alternatives explored for emptying the manure transfer pit were to remove the grating and lower a skid loader to bucket the material out and then replace the grate or make a $13,000 capital investment to build a ramp outside the barn and have a permanent solution. With the ramp alternative, advisors pointed out the farm would have the ability to deal with sand laden manure opening up the alternative for sand bedding because the pit could more easily be cleaned on a regular basis.

The Team has given our advisors a venue to discuss our strengths and weaknesses. Advisors are sometimes reluctant to come to the farm and criticize what we are doing. The Team provides a forum for our advisors to discuss opportunity areas openly. In turn, we are able to improve operations and profit from those improvements based upon priorities arrived at by the Team.

The Team is pushing us to gather and share performance data. We are still in the early stages of tracking performance in a number of areas. As we move down the road, this data will allow us to benchmark our performance against our history and note which areas are improving and be able to quickly pinpoint when a specific area might need to be shored up.

Jim III values the working relationship he and his Dad have. Working together with the Team will allow us to make decisions, particularly with respect to capital investments, that will advance and strengthen the business to continue to thrive in the future. We are analytical and value the ability to estimate how investments will pay off as we go forward.

Through the NYFVI Dairy Profit Team Program, up to $2500 is available to support the cost of a minimum of seven meetings for a farm over a 15 month period. To learn more about Profit Teams, visit: http://www.nyfvi.org/default.aspxPageID=2399 or contact the NYFVI at 315-453-3823.

Jim III was quick to point out “Advisors on the team have given us a number of new ideas and helped us to prioritize them. They got us thinking about new possibilities for the farm. They are helping us to optimize where we spend limited capital resources to advance the farm business.”
Mark your calendar for August 5 - 6 to attend one of the special Stockmanship Clinics led by renowned Montana rancher and stockmanship instructor Curt Pate.

These special clinics focus on handling methods that improve gathering, penning, chute work and hauling. Emphasis is placed on ways to increase cattle performance by reducing handling stress and interactive discussions will show how cattlemen and women can actually improve consumer’s perception of beef and dairy.


For more than a decade, Curt has conducted demonstrations and clinics on stockmanship. His stockmanship abilities along with his ability as an effective communicator make him one of the most sought after clinicians on both the national and international scene.

His personal experience incorporating effective stockmanship principles supports a “for profit” mindset; he fully understands the increased economic benefits of handling stock correctly. Just as important, as livestock production comes under increased scrutiny, is the understanding Curt has of the impact that improved handling practices create for the sustainability of the cattle industry.

In addition to stockmanship clinics, Curt manages his own ranch operation in Montana. With his ability to think outside the box, his ability to challenge others to do the same and a willingness to share his skills, Curt has set himself apart in conducting stockmanship clinics. His lifelong experience in ranching adds credibility and enables him to communicate his methods effectively to cattle farmers and ranchers throughout the country.

**Clinic Schedule:**

**August 5, 9 am**
Spring Hope Dairy Farm
Lunch provided
2850 County Road 4, Stanley

**August 5, 5 pm**
Empire Livestock
Supper provided
49 E. Main St, Dryden

**August 6, 11:15 am**
Empire Farm Days

**August 6, 5 pm**
Fleur de Lis Beef Farm,
Supper provided
2497 Canoga Rd, Seneca Falls

To register contact the NY Beef Council at 315.339.6922 or email egillis@nybeef.org.

Registration ensures a meal!
Maverick Farm Pasture Walk

July 1, 2014
Cost: $5.00 per person
At the farm of Karl & Tina Kowalski
7048 Slayton Settlement Road, Lockport 14094
Registration starts 11:30 a.m.
Lunch served at Noon

Karl & Tina graze 60 milking cows on 80 acres of pasture. They will discuss the soil health improvements that switching to a rotational grazing system has done for the farm. Other topics will include pasture infrastructure – fence, water, and grass – and getting it all in place with the help of NRCS. They are looking to improve some pastures in the near future and are looking for suggestions.

Please wear clean boots! Disposable boots will be available.

RSVP by: June 24
To register and pay on-line: http://nwnyteam.cce.cornell.edu/index_real.php
To register by phone call: Cathy Wallace at 585.343.3040 x138
Questions or need directions call: Nancy Glazier at 585.315.7746

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Save the Date...

**July 2014**

1. **Maverick Farm Pasture Walk**, see page 14 for more details

8-12. **Yates County Fair**, Old Route 14A, Penn Yan, Contact: 315.536.3830

15-19. **Genesee County Fair**, 5056 E. Main Street, Batavia, Contact: 585.344.2424

15-19. **Hemlock Little World’s Fair**, 7370 Water Street, Hemlock, Contact: 585.367.3370

16. **NY Weed Science Field Day**, 8:30 a.m. - 11:30 a.m., H.C. Thompson Research Farm, Freeville

16. **NY Weed Science Field Day**, 2:00 p.m. - 5:00 p.m., Musgrave Research Farm, 1256 Poplar Ridge Rd., Aurora

16-19. **Seneca County Fair**, 100 Swift Road (Corner of Swift & North Road), Waterloo, Contact: 315.539.9140


17. **Aurora Farm Field Day**, Musgrave Research Farm, 1256 Poplar Ridge Rd., Aurora

22. **Udder Dissection Workshop in English & Spanish**, 10:30 a.m in Perry & 2:30 p.m. in Oakfield. Contact Libby Gaige for more information at: 607.793.4847 or geg24@cornell.edu

22-26. **Ontario County Fair**, 2820 County Road #10, Canandaigua, Contact: 585.262.3247

30-31. **Niagara County Fair**, 4487 Lake Avenue, Lockport, Contact: 716.433.8839

31. **Monroe County Fair**, Northampton Park, Hubbell Rd. (near ski hill & lodge) Ogden, Contact: 585.262.3247

**August 2014**

1-3. **Niagara County Fair**, 4487 Lake Avenue, Lockport, Contact: 716.433.8839

1-3. **Monroe County Fair**, Northampton Park, Hubbell Rd. (near ski hill & lodge) Ogden, Contact: 585.262.3247

5-6. **Stockmanship & Cattle Handling for Beef and Dairy Producers**, see page 12 for more details

5-6 & 7. **Empire Farm Days**, Rodman Lott & Son Farms, 2973 State Route 414, Seneca Falls, Free Admission, Parking $10

9-16. **Wyoming County Fair**, 70 Main Street, Pike, Contact: 585.493.5626

11-16. **Wayne County Fair**, 250 W. Jackson Street, Palmyra, Contact: 315.597.5372

14. **NY Corn & Soybean Crop Tour**, Swede’s Farm, Pavilion

19. **Soil Health Workshop – “Improving Crop Production, Soil Health and the Environment**, see how they all work together” 3:00 - 8:30 PM, Donn Branton’s Farm, 6336 E. Main Rd (Rte. 5) Stafford, DEC/CCA credits available. For information contact Dennis Kirby at Orleans Co. Soil & Water: 585-589-5959, email: dennis.kirby@ny.nacdnet.net

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**Building Strong and Vibrant New York Communities**

Diversity and Inclusion are a part of Cornell University’s heritage. We are a recognized employer and educator valuing AA/EEO, Protected Veterans, and Individuals with Disabilities.