When you hired your first Hispanic employees, you probably didn’t expect to add “landlord” to your job description. But in all honesty, that is probably what happened. Our employees work hard, and often times they do not put house chores at the top of their list of priorities. The result? Dirty houses, pest issues, unsatisfied tenants/employees and frustrated landlords/employers.

So what can you do about this problem? There’s no magic bullet, but I can offer you some suggestions that I’ve come across.

**Housing Agreement**

Create a short document in English and Spanish to give to employees at the time of hiring, outlining your requirements for anyone living in employer-owned housing. Some things you could include are how much they will be charged monthly or weekly, what expenses the farm will cover, who will pay for any damages, and any house rules. For example, policies on alcohol, visitors, etc. It might seem like a hassle, but having this figured out ahead of time will make it easier to enforce in the long run.

**Weekly Housing Checks**

I know, your employees are adults. You don’t want to have to baby them. But in all reality, you need to know what the inside of your employee housing looks like. A regular housing inspection can motivate your employees to keep a cleaner house, and will also allow you to attend to any problems in a timely manner.

**Chore List**

While this might also sound juvenile, it is one way to encourage your employees to keep their living conditions neat. As employees often live and work together, they sometimes worry about “rocking the boat” when addressing living issues, as they could also impact their work life. I can’t tell you how many times I’ve heard employees say “I clean up after myself, but nobody else does”!

(cont’ on page 2)
Here is the link to a story aired on NPR on February 26th, 2015, which presents the possible effects of the president’s executive action on agriculture. Several vegetable growers and field workers were interviewed. While the growers expressed concern over whether or not their employees would stay on with immigration reform, the employees stressed their desire to continue to work in agriculture. While no dairy farmers were included, it is certainly good food for though. It’s only 5 minutes long, but it’s a good listen!

Farmers Fear Legal Status for Workers Would Lead Them Off Farm
http://www.npr.org/people/143160021/daniel-charles
Calving Assistance:  
Working With Heifers

· A HEIFER NATURALLY TAKES MORE TIME TO CALVE THAN A COW

· Calving is a biological process. It's possible to interrupt the process and cause it to take longer or actually complicate the process.
  * Note at what time you see the heifer starting to calve
  * During the early stages of calving it’s easier to interrupt the process
  * What the cow is actively calving and pushing, it’s more difficult to interrupt the process
  * Do everything you can to minimize the anxiety of the animal

· Work with the cow or heifer—DON'T just pull the calf.
  * Make sure that the cervix is well dilated
  * Make sure that the calf is in the correct position
  * Always use a lot of lube
  * Pull when the heifer pushes, rest when she rests
  * Always pull in a downwards arc, not in a straight line

· Remember that for a heifer this is her first calving. She doesn’t know what’s happening to her and she can be confused and scared.
  * Try not to cause her any more anxiety
  * It’s better to leave her in the pen with other cows until right before she calves. Taking her out of the group too early can make her nervous
  * It’s important to take care of the heifer, not just the calf. We want both the heifer and calf to be alive and healthy!

Asistencia en los Partos:  
Trabajando con Vaquillas

· UNA VAQUILLA DURA MAS TIEMPO EN EL PARTO NATURALMENTE QUE UNA VACA

· El parto es un proceso biológico. Es posible interrumpir el proceso y causar que el parto dure más tiempo y/o se complica
  * Note la hora cuando ve usted que la vaquilla está en el proceso de parir
  * Durante el principio del parto es más fácil interrumpir el proceso
  * Cuando la vaca está pariendo y empujando, es más difícil interrumpir el proceso
  * Haga todo lo posible para minimizar la ansiedad del animal

· Trabaje con la vaca o vaquilla—NO simplemente jale la becerra
  * Asegúrese que la cérvix está bien dilatada
  * Asegúrese que el becerro viene bien orientada para salir
  * Siempre use mucho lubricante
  * Jale cuando la vaca empuja, descanse cuando ella descansa
  * Siempre jale en un arco para abajo, no en una línea recta

· Recuerde que para una vaquilla, este es su primer parto. Ella no entiende lo que le está pasando, y está confundida y miedosa.

  * Procure no asustarla ni causar más ansiedad
  * Es mejor dejarla con su grupo de compañeras hasta justo antes del parto. El quitarla del grupo muy temprano causa mucha ansiedad

  * Es importante proteger la salud de la vaquilla, no solamente el becerro. ¡Queremos que la vaquilla y su becerro salgan bien sanas del parto!
La Virgen de Guadalupe—Who is She?

Perhaps you’ve seen this picture emblazoned on your employees’ shirts, or hanging in their lockers or homes. Maybe you’ve learned that she goes by La Virgen de Guadalupe (or Our Lady of Guadalupe, Mother of God), but who is she, exactly?

According to official Catholic accounts, a peasant named Juan Diego saw a vision of a young woman on a hill outside of Mexico City on December 9, 1531, speaking to him in the native Nahuatl language, asking him to build a church there in her honor. He recognized her as the Virgin Mary, but the archbishop of Mexico City told him to ask her to give him a sign to prove her identity.

She did just that, first by healing Juan’s uncle. Then she told him to pick flowers from the top of the hill where he first encountered her, and despite the cold weather he found roses in bloom. He gathered them in his cloak and returned to the archbishop. When he opened his cloak, the roses fell to the floor, revealing the image of the Virgen de Guadalupe, now emblazoned on his cloak. This image (shown at left) is now a very popular religious and cultural symbol in Mexico. The basilica of Our Lady of Guadalupe, built in her honor in Mexico City, is now the most visited Catholic site in the world!

Today, tens of thousands of pilgrims travel to Mexico City every December 12th (the day that the Virgen de Guadalupe reappeared to Juan and ordered him to collect the roses) to celebrate La Virgen de Guadalupe, the patron saint of Mexico.

Through educational programs and other teaching opportunities, the NWNY Team seeks to build producers’ capacities to:

- Enhance the sustainability of their businesses
- Enhance profitability and other aspects of economic performance of their businesses
- Practice environmental stewardship
- Enhance employee well-being and satisfaction
- Provide safe, healthy agricultural products in ways that are safe to farm owners and employees and their families and neighbors
- Provide leadership for enhancing relationships between the agricultural sector and the general public

We look forward to working with you in your farming and ag-related ventures in NWNY. Together we can keep the agricultural economy competitive, maintain a comfortable standard of living and be conscientious stewards of our natural environment.
The Cornell Farmworker Program and NYS Integrated Pest Management presents:
Pest Management for Farmworkers and Farmers
Spanish and English language skits that explore low cost pest management strategies for cockroach and bed bug issues

¡Esas Plagas Molestosas! Those Annoying Pests!

Perfect hiding place!

Delicious!

*Great food!

Yes delicious!

Cornell Farmworker Program

Mary Jo Dudley
(607) 254-5194
275H Warren Hall
Cornell University
Ithaca NY 14853
farmworkers@cornell.edu

“How to Prevent and Eliminate Annoying Pests in the Home” DVD: $15.00
(Nonprofit Organizations pay $10.00 and must include tax-exempt form with payment.)

Quantity: _____ Subtotal: _____ Total (Subtotal x 8% sales tax, if applicable): ________

Customer Name: _______________________________________________________________
Organization Name: ___________________________________________________________________
Address: ____________________________________________________________
City: ___________________________ State: ___________ Zip: ___________ Phone: ______________________ Email: ____________________________

Make Check Payable to: Cornell University

Send to: Cornell Farmworker Program, 275H Warren Hall
Cornell University, Ithaca NY 14853
(607) 255-9832 | farmworkers@cornell.edu | www.farmworkers.cornell.edu
Bed Bug Fact Sheet

What are bed bugs?
Bed bugs are small, reddish-brown wingless insects that feed on human blood during the night. They are about the size of a lady bug or an apple seed. Bed bugs do not fly; they either crawl or are carried from place to place in a person's belongings. Before a bed bug feeds on blood, its body looks flat with a circle shaped abdomen; however, after it has fed, the body lengthens and becomes narrow. Bed bugs can survive for weeks to months without a blood meal.

Do bed bugs affect humans?
Bed bugs feed at night when people are sleeping. The bite of a bed bug is usually painless, and a person may not even know that they have been bitten until a large itchy welt appears on their skin several days later. Some people do not react to bed bug bites. While these bites may be a nuisance, bed bugs do not transmit disease to humans.

Where do bed bugs live?
Bed bugs are most commonly found in sleeping areas including beds and bedroom furniture, mattresses, and linens. Bed bugs may also be found in the cracks and crevices of bed frames, dressers or loosened wall paper.

Signs of bed bugs include:
- Presence of bed bugs
- Empty bed bug skins
- Blood spots or stains on bedding, mattresses, furniture or walls.

Getting rid of bed bugs:
Washing clothing and bedding in hot water will kill bed bugs on those items. The California Department of Public Health, Vector-borne Disease Section, recommends hiring a licensed pest control operator to get rid of bed bugs in the room or building where they are found.

Where can I get more information?
- Vector-Borne Disease Section at the California Department of Public Health:  
  http://www.cdph.ca.gov/healthinfo/discon/dpages/bedbugs.aspx
- Centers for Disease Control and Prevention:  
Datos sobre las chinches

¿Qué son chinches?
Chinches, o chinches de cama, son insectos pequeños y planos de color pardusco. Se alimentan de sangre humana durante la noche. Son aproximadamente del tamaño de una semilla de una manzana. Las chinches no puedan volar, pero se mueven rápido y pueden ser llevadas dentro de artículos personales. Antes de que una chinch se alimente de sangre, su cuerpo parece plano y su abdomen es circular. Al comer, el cuerpo se estrecha. Las chinches pueden sobrevivir semanas o meses sin alimentarse de sangre.

¿Las chinches afectan a los humanos?
Las chinches usualmente pican a las personas de noche mientras duermen. La picadura de una chinch típicamente no duele, y pueden pasar unos días antes de que aparezca una roncha. A veces, las personas no saben que las chinches les han picado. Aunque las picaduras pueden ser molestas, las chinches no transmiten enfermedades a los humanos.

¿Dónde viven las chinches?
Las chinches típicamente se encuentran en los lugares donde se duerme, como en camas, muebles, colchones y sábanas. También se esconden alrededor de marcos, cabeceras de cama, roperos o detrás del papel tapiz.

Las señales de una infestación de chinches incluyen:
- Presencia de chinches
- Cáscaras o huevos de chinches
- Manchas de sangre en las sábanas, colchones, muebles o paredes

Control de las Chinches
Lavando la ropa y sábanas con agua caliente mata a las chinches. El Departamento de Salud Pública de California recomienda que llame a una empresa con licencia de control de plagas para eliminar las chinches en una habitación o edificio.

¿Donde puedo obtener más información?
- El Departamento de Salud Pública de California:  
- Centros para el Control y Prevención de Enfermedades:  