

Cornell University Cooperative Extension NWNY Dairy, Livestock & Field Crops Team



NORTHWEST NEW YORK DAIRY, LIVESTOCK & FIELD CROPS TEAM

Fall Crop Topics and Reminders

By: Mike Stanyard

White



SDA's National Agricultural Statistics Service, New York Field Office's September 1 forecast for grain corn production in NY is 82.5 million bushels. Area for harvest is expected to total 550,000 thousand acres, down 20K acres from last year. Yield is forecast at 150 bushels per acre, up 31 bushels from last year. If realized, this would be a record high yield for NY. The national corn grain average is estimated at 169.5 bushels per acre. Soybean production in the Empire State is estimated at 14,800,000 million bushels. Acreage for harvest is estimated at 315 acres, down 5K from 2016. State vield average is forecast at 47.0 bushels per acre, up 6 bushels from last year.

White Mold. Mother nature provided the perfect environment for this fungus in 2017. If you have white mold, what can you do now as harvest approaches? Harvest fields with white mold last. mold has hard black reproductive structures called sclerotia that can be spread by the combine to unaffected fields. Leave the sclerotia on top of the soil. UV light and many natural fungi will break them down. No-till into a non-host crop next year. Rotate out of soybeans for a minimum of three years to allow the maximum number of sclerotia to sporulate. There are no resistant varieties available yet but choose the highest tolerant variety vour seed dealer has available.



Fall Weed Control in Wheat. A lot of wheat is being planted in WNY right now. If time and weather permits, the fall is a great time to go after problem weeds that germinate right along with the winter wheat crop. This complex includes corn chamomile, shepherd's purse, chickweed, henbit, and purple dead nettle.

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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.

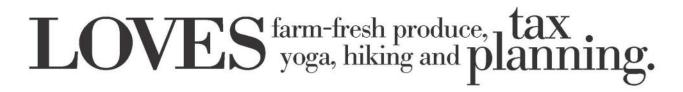
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Buctril should be applied when rosettes are at least 1 inch across. Harmony Extra is affective on a broader spectrum of weeds (wild garlic & chamomile). It pays to scout your wheat fields and determine the weed species present in your fields. If you plan on frost seeding clover, now is your only chance for weed control. Decreasing high weed populations in the fall helps your wheat crop get off to a better start next spring!

Health of Overwintering Alfalfa. Obviously, the first priority is to feed the cows but let's also think about the health of these alfalfa fields going into the winter. Ideally, we want 42 days between the last two harvests. This allows plants to accumulate adequate carbohydrates in the root system to survive the winter. Research out of Quebec shows that alfalfa needs 500 degree days between the late summer harvest and a killing frost (25°F). The other option is to cut late enough that no regrowth occurs and no carbohydrates are being used by the plant. This can be before a killing frost if weather remains cold.

Grain Bin Storage Reminders. Proper sanitation is key to managing insects, molds, and rodents in and

around the bin. 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 and ladder rungs, supports, and in the fan opening. If there are a lot of fines remaining on the floor, clean up with a shop vacuum. Many fines accumulate in the space below the floor. Removing the floor and cleaning these out is not something you want to do very often! If you are continually having insect problems, seriously think about it. Clean up any spilled corn or soybeans around the bin, fan, and augers. This provides a refuge for insects that can eventually move into a clean bin. We are very limited when it comes to empty bin insecticide treatments. TEMPO® SC ULTRA and **STORCIDETM** II (see label for application restrictions) are both labeled. 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 up to 15 feet high and eliminate any weeds and old grain debris within 30 feet of the bin. Insects and rodents can survive on weed seeds too! Diatomaceous earth (Drvacide) is a non-insecticidal silica sand that can be applied as a dust in the bin and below the floor. This fine dust dries out the outer exoskeleton of the insect causing it to dehydrate.





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Produce Donations will be accepted for Hurricane Relief

September 14 - October 31, 2017

Updated info. will be posted at

https://enych.cce.cornell.edu/event.php?id=831

New York state fruit and vegetables growers are getting together some loads of "hard" crops (apples, onions, cabbage, winter squash and anything else you think will last a week at room temperature) to send down to Texas, and likely, Florida. Feeding America is handling transportation. Contributing farms will receive a record of donation.

If there is enough interest from Ulster there may be a truck out of Ulster (any volunteers to be atthe location?) on 9/21 – let us know ASAP.

What you can do: See schedule below for pickups near you and contact Maire at 845-742-4342 or email <u>mru2@cornell.edu</u>, or at the office 845-344-1234, and tell me the following info.- each week, I'll need to know this info by 12:00 noon the day before (Wednesday):

- how many pallets of
- what product you can donate
- to which location and
- when you think you'll deliver

I will also need name/address/contact info of donor for records, but that is not quite as urgent as the above.

TENTATIVE SCHEDULE:

Dates are weekly to help donations be delivered to



where they can be most efficiently used over the next month while emergency feeding continues.

All locations are able to hold product for a day or 2 before pick-up. Once you've committed to a location, I'll get you more about exact pick-up time if you plan on drop-off for that day.

Finger Lakes: Weekly, beginning Thursday 9/28 – Hansen Farms, 2330 Mott Rd., Stanley, NY 14561

Western NY: Thursday 10/5 –Torrey Farms, 4319 Maltby Rd., Elba, NY 14058. Go west on Mechanic Street off of Rte 98.

Contact Maire Ulrich ASAP if you are interested in donating! cell 845-742-4342 e-mail mru2@cornell.edu office 845-344-1234



Making 2017 Corn Silage – Another Year of Uncertainty

By: Jerry Bertoldo

L ast year it was the drought throughout much of our region that created forage worries. This year a broader pattern of excessive moisture, inability to spray when needed, difficulty in side dressing nitrogen and low growing degree days has everyone's attention across the state concerning the corn crop. Stand conditions vary greatly over the region depending on planting dates, the hybrid used, rainfall amounts and soil types. The absence of frost in long range forecasts into mid-October gives time for ear maturity for plants that actually set them.

Nutrient Composition

- Usually cloudy, cool weather increases fiber digestibility while excessive moisture (particularly in August) combined with heat results in higher indigestible fiber for mature corn.
- Immature corn, however, will have considerably less lignin and score well on fiber digestibility.
- The percentage of protein in immature corn silage trends higher, reflecting the drop in grain and starch content.
- The starch content of immature corn silage harvested in the dough stage can be very low, ranging from 5-20% as compared to the typical 25-40%.
- Overall energy values of this stage of maturity silage range between 80 and 95% of normal. The higher digestible fiber content helps elevate the energy value.
- Corn without ears will average about two-thirds of the normal energy value of corn silage.

Sugars fuel the lactic acid forming bacteria critical in the fermentation and stabilization of silages. Fortunately, most immature corn has higher sugar levels than normal. It is the low plant dry matter of immature corn ranging between 25 and 30% that spells trouble for preservation, dry matter loss and feed out (aerobic) stability. Excess water in the silage mass reduces the effectiveness of organic acids produced, promotes leaching and favors unwanted fermentation products that can be detrimental to cow health.

Harvesting Considerations

- Immature corn for silage is often <30% DM. If at all possible, wait until whole plant dry matter is > 32-34% dry matter. Harvesting wetter increases runoff from the silage and makes it difficult to get a good fermentation.
- The plant DM value obtained with a Koster tester is about 2 units higher than actual plant dry matter. A 33% DM determined with a Koster is really about 31%.
- Whole plant dry down rates are about 0.5% per day in September. You can use this as a gauge for harvesting. If your corn silage is 28% DM today, it will be about 10 days until it reaches 32% DM. Since the dry down rate is variable, you should double check whole plant DM before starting harvest.
- Store any immature corn silage in a separate storage area if possible.
- Earless corn silage is prone to a "secondary fermentation" weeks to months after ensiling producing acetic acid and/or alcohol reducing dry matter content.
- Monitor what's actually coming out of the Harvester! The only way to know if the settings are right is to monitor particle size and kernel breakage.
- Change settings based on particle size and kernel scores of the material coming out of the chopper. If using the Penn State box, target 10-20% on the top screen and < 40% in the pan.
- Take some samples during harvest and have them analyzed at a forage lab to provide a base of information on the nutrient content of the crop.
- If ear and kernel development is poor, kernel processing is probably not needed.
- Follow normal silage management practices of filling fast, packing and covering the top with plastic or oxygen limiting silage covers.

• Immature corn silage should be high in sugar content to provide readily available carbohydrates to support fermentation. However, it may be lower in the normal bacterial population coming into the silo from the corn plant. The addition of a lactic acid based inoculant may be beneficial to stimulate fermentation.

If possible, give the corn silage 3-4 months after filling before beginning to feed out. The fermentation changes within the silage mass during that period create a different feed profile from one point in time to another.

Remember the Storage Essentials

- Pack bunkers as well as possible in layers as thin as possible
- Silage inoculants are good insurance policies, but not miracle cures for too wet or too dry

- Cover when finished, even if is for a couple of days in between filling, as soon as you can
- Use heavy gauge 5 or 6 mil plastic or better yet oxygen barrier product even on the top of upright silos!
- Keep plastic from separating and blowing off with sufficient tires or sand bags
- Do not allow bunk area to accumulate water to ruin the bottom of the silage mass
- AgBags are great storage tools, but do not turn garbage into good feed
- Keep track of where differing quality corn silage is going



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Label Claims, What do Consumers Want?

Facts

(240 mL)

tainer 16

Fat Cal 20 % DV*

4%

8%

4%

5%

4%

0%

16%

Vitamin C 4%

Vitamin D 25%

ues are based diet.

in D.

no added hormones.

v Fat

G

From cows not treated with

synthetic growth hormone (rBST)

Grade A • Pasteurized • Homogenized 1% Milkfat • Vitamin A & D Added

Photo source: Nancy Glazier

An example of a milk label highlighting

By: Nancy Glazier

onsumers at every level are bombarded with choices, meat included. They are becoming more and more interested in how their food is produced. Production claims such as non-GMO, certified organic, Certified Grassfed, are just a few of the claims that farmers make on websites and social

media. They all have specific practices associated with them; agriculture those in may understand, but the consumer can get confused.

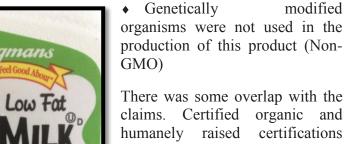
There have been many studies that survey consumers regarding claims. Many have looked at one claim at a time and consumer reaction. This is an easy way to but really rank, not what consumers face in the super market or online. An online conducted survey was bv researchers from University of Illinois and University of Nebraska-Lincoln that looked into production claims for milk, beef. eggs and chicken. It was published February 2017 in Agriculture and Human Values.

Initial background research included visiting several Midwest grocery stores to compile a list of possible claims for the four products. For this study, only production related claims were included. A panel assisted with choosing the claims to ask respondents. Instead of asking participants to rank claims they used a best-worst question response. For example, which of the following production methods is MOST important and LEAST important when you are purchasing milk? This style of response was used for the four products. It has been found a more valid response system for statistical analysis.

The seven production practices looked at were:

Product is certified organic

- Animals were humanely raised
- Animals were grass-fed (or raised on a vegetarian diet)
- Animals were not administered growth hormones
- Animals were not administered antibiotics
- Animals were raised in a free-range (or cage-٠ free) environment



claims. Certified organic and certifications prohibit the use of growth hormones. What was unclear to the researchers if consumers fully understand the complete requirements for certifications.

modified

With the assistance of a research firm in the spring of 2014. Participants were recruited to represent the US population. They had a total of 1039 completed responses, approximately 260 per Before allowed product. to participate, respondents had to be

practicing non-vegans and regularly purchase beef, milk, chicken, or eggs.

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The respondents were split female vs male (51 vs 49%), with 91% of the respondents as the primary shopper in the household. They were from fairly evenly spread areas from around the country, some rural, some urban. One variable that was skewed was 60% were over the age of 55.

After extensive analysis, the production claims most important to the respondents were: animals were not administered growth hormones, animals were fed non-GMO products, and animals were humanely raised, fairly evenly ranked amongst products. These three claims accounted for approximately 75% of preferences of claims. Next came no antibiotics; free range/cage-free, grassfed/vegetarian diet, and certified organic were ranked as least important.

So, what does this all mean? Consumers are confused with all the label claims. Education is needed to objectively define production practices to assist producers and consumers. As an example, USDA's Food Safety and Inspection Service (FSIS) website states hormones are not allowed in raising hogs or poultry, but many producers and consumers are not aware of this.

Labels bearing claims referring to the way the source animal for a meat or poultry product was raised need to be evaluated and approved by FSIS prior to use. I posted an FSIS Guidelines document to our website to assist with labeling claims, <u>https://</u> nydairyadmin.cce.cornell.edu/uploads/doc 499.pdf.

From my standpoint, local is an important claim for direct marketing. Use your production practice claims as a marketing tool to promote your product. Make sure your claims are accurate and your certifications are current. There have been times over the years where I have visited farms and then looked at their websites and claims don't match up. Be honest, and keep your websites up-to-date. Nobody likes false advertising.

Let me know if you'd like to read the full study reviewed in this article.



Fall Tillage Management

By: Jodi Letham

As fall harvest continues, many tillage practices will take place this month across western New York. Fall tillage is often needed to manage crop residue, smooth out the ruts in the field, dry out the soil, in addition to incorporating lime, fertilizer, and manure. A number of best management practices can be used to significantly reduce the risk of soil erosion.

Why Plant a Cover Crop?

Growers utilize cover crops as a management practice to:

- Protect the soil from rain and runoff
- Suppress weeds
- Suppress soil diseases and pests
- Improve soil aggregate stability
- Reduce surface crusting
- Add active organic matter to soil
- Break hardpans
- Fix nitrogen
- Scavenge for soil nitrogen

Winter cereals such as rye, wheat, barley, and triticale are the most widely used cover crops in corn and soybean crop rotations. They are typically planted in late summer through late fall and produce a small to moderate amount of root and above ground biomass before going dormant in the winter. Vigorous growth will resume in early spring, and large amounts of biomass will be produced by mid to late spring.

Increase Surface Residue

By increasing the surface residue to 30% ground coverage from 0% will result in a 50% decrease in soil erosion, Figure 1. Smaller decreases in soil erosion occur as more residue is left in the field. It is easier to manage low residue levels versus large amounts (i.e. corn stalks, straw, and other material) in the spring while greatly reducing soil loss.

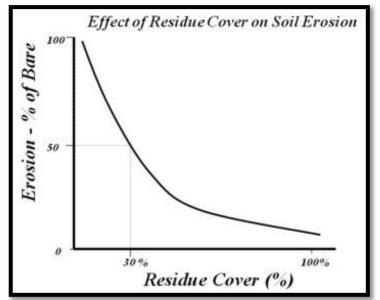


Figure 1: Effect of residue cover on soil erosion, expressed as the percent of that occurring relative to that for a bare surface. Adapted from Laflen & Colvin (1981).

Contour Tillage

If timing is an issue and the ground must be left open over the winter without much residue or a cover crop, tilling on a contour perpendicular to the direction of run-off can reduce soil erosion. In some parts of western New York strips of crops are still planted on the hill contours to further prevent erosion losses. However, the fact of the matter is there will still be soil erosion losses during the tillage operations on the sides of hills. Adopting a reduced tillage practice on the hill-slopes will help to decrease soil losses.

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<u>Tillage Method Options</u>

The best tillage system depends on the soil (slope and texture), stand establishment of the crop, the fuel and labor costs of the tillage system, and other factors such as long-term sustainability (buildup of organic matter, sequestering CO_2 , etc.). Highly erodible soils are best adapted to no-till or a reduced tillage system that leaves more than 50% residue on the surface.

In general, soils that have drainage or cool temperature constraints are better adapted to moldboard plow or chisel tillage systems whereas droughty soils or soils that warm up quickly are better adapted to a reduced or no-till system. Also, large seed crops such as corn, soybeans, and wheat are better adapted to a no-till or reduced tillage system than small seeded crops, such as perennial forages. Soil with good structure is more resistant to erosion. This is due to root channels from previous



crops, some residue on the soil surface, and high populations of earthworms etc. that create channels for increased water flow through the soil ultimately resulting in less soil erosion.

To learn more about tillage systems and management techniques please visit our websites:

https://nrcca.cals.cornell.edu/crop/CA3/CA0314.php

https://nwnyteam.cce.cornell.edu/topic.php?id=7#topbox



Upcoming Webinars:

"A 2017-2018 Forage & Feed Outlook"

October 9, 1:00 - 2:00 p.m. *Presented by:* Mike Hutjens, University of Illinois Mike Rankin, Hay & Forage Grower http://hoards.com/flex-309-Webinars.html

Dairy Grazing Management Guide Grazing Warm-Season Annuals

October 11, 1:00 - 2:00 p.m. *Presented by:* Mat Haan & Dave Wilson, Penn State Extension https://psu.zoom.us/j/966321203



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Reducing Your Risk of Manure Runoff

By: Jodi Letham

Spreading Guidelines

There are twelve factors to evaluate to help assess storage adequacy, better manage available storage capacity, and determine if spreading is suitable on any given day. These factors can be divided into three groups:

- * Field Conditions
- * Weather Conditions
- * Manure Application Management

Field Conditions:

1. Soil moisture/ saturation, frozen or not:

The soil drainage classification is currently the best available general soil index to evaluate soil moisture status for planning purposes during the winter months. The wettest part throughout the soil profile will be poorly-drained soils. Clay soils have the greatest risk of runoff because they freeze last. Larger 4-wheel drive equipment and drainage improvements may make clay soils accessible for spreading manure, but the runoff risk will still be greater than loams and sands.

2. Snow, ice, and frozen soil:

Manure runoff is significantly reduced when manure can infiltrate into the soil or dry onto plant residues. According to winter runoff research from Wisconsin (Komiskey et al. 2011) frozen soil, ice layers on soil surface or in snowpack, snowpack have been identified as high risk for runoff loss.

3. Ground cover (vegetation, residue cover, and roughness):

A good ground cover intercepts rainfall, improves infiltration into the soil profile, and reduces the tendency for runoff water to move quickly across the surface. Ground cover and vegetated buffers help to trap and filter water, suspended manure particles, and soil. Keep in mind these conditions reduce risk but can't override the three risk factors of frozen soil raised in # 2 above.



Photo source: Pixabay

4. Slope and slope length:

The risk for runoff is not necessarily greater for steeper slopes because it is more dependent on the soil's infiltration rate. Runoff risk on sloping soil will be greatest for soils with a low infiltration rate (clays) or when soils are frozen. The risky locations to apply manure on sloping soils are usually at the base of concave slopes where water often emerges or on slopes where less permeable layers are close to the surface and excess water causes side hill seepage zones on the slope. You should avoid application to these areas under high risk weather conditions.

5. Drain tile, surface inlets, ditches, etc.:

Setbacks around surface inlets, ditches, etc. when there is a direct surface connection are especially important when spreading manure under wet conditions. Spreading manure near and upslope of surface ditches that go across the slopes (i.e., those which intercept water) will be more risky than where ditches tend to run parallel with the major slope. Spreading manure on fields that have tile drainage, when the tiles are flowing, and discharging directly to a watercourse, is risky.

6. Nearby surface water:

Higher risk exists where surface runoff from a field is expected to flow directly to a stream or waterbody. This is most likely to occur in fields that are both close to surface water and where the field surface slope is oriented toward the waterbody.

7. Nearby wells etc.,:

Wells that are near or in the path of field runoff, as well as sinkholes, depressions, and/or shallow soils over carbonate rock receiving runoff, are at risk without incorporation.

Weather Conditions:

8. Forecast shows probability of precipitation? When? How much?:

If weather forecasts for 24 to 48 hours out have a 30 to 50% chance of precipitation, then rain (or snow) will probably fall. The risk for manure runoff in-

Expected Precipitation	Run-off Risk (dry soils)	Run-off Risk (wet/frozen soils)	
≤ 0.25 inch	Low	Low	
0.25 to 0.5 inch	Low	Some	
>0.5 inch	Variable	Variable	
>1.0 inch	High	High	

creases with increasing rainfall and will be higher under wet/ frozen soil conditions than under dry soil conditions, Table 1.

Table 1: Manure Run-off Risk Based on Precipitation and Soil Conditions.

9. Warm front expected to generate significant snowmelt?:

The chances of snowmelt increase quickly when the temperature approaches about 40° F for ≥ 6 hours. If nighttime temperatures also remain above freezing, the runoff risk is higher.

Manure Application Management:

10. Manure consistency:

Liquid manure is more likely to move across the surface as runoff or through soil to tile drains, than semi -solid or bedded pack manure. However, semi-solid and bedded pack manure will generate runoff losses too in the high risk conditions discussed in this newsletter.

This was experienced in the winter of 2014. Producers should have storage options available, not only for liquid manure, but also for other forms of manure. Liquid manure with less than 5% solids is especially vulnerable to movement with soil drainage water, so extra care needs to be taken when using manure with low solids content on tile drained fields.

11. Method of application:

Manure that is surface-applied presents a higher risk because the material is less able to mix and react with soil. Manure injection or incorporation with shallow mixing can reduce runoff risk. This can be done in-season but also when there is a 1-2 inch frost layer at the soil surface through a process called frost tillage or injection. Depending on the equipment used, incorporation may conflict with no-till principles.

12. Application rate and total spreading volume:

An operation spreading 3 or 4 tons of manure following a nutrient management plan each day on selected fields over time does not present the same level of risk as one that may spread (even following a plan at the same rate per acre) large amounts of liquid manure on many acres in one or two days. In risky conditions, when manure needs to be applied, and plans are to cover whole fields or significant acreage, split applications and reduced rates should be considered.

Reference:

Czymmek, K, L. Geohring, Q.M. Ketterings, P. Wright, T. Walter, G. Albrecht, J. Lendrum, and A. Eaton (2015). Revised winter and wet weather manure spreading guidelines to reduce water contamination risk. Animal Science Publication Series. No 245. Cornell University, Ithaca NY.

http://nmsp.cals.cornell.edu/publications/files/ WinterSpreadingGuidelines2015.pdf



Measuring Performance of Dairy Farm Businesses Using the Total Cost of Producing a Hundred Weight of Milk

By: John Hanchar

Summary

- Measuring the cost of producing milk allows for comparisons to other farm businesses, a critical step in identifying strengths and weaknesses for the purpose of improving results
- For 2016 Dairy Farm Business Summary (DFBS) Cooperators, the total cost of producing a hundred weight (cwt.) of milk varied considerably
- Farms with costs of production in the lower end of the range covered a range of farm sizes, small to large, suggesting that based upon this cost measure, farms of many sizes can achieve cost efficiencies

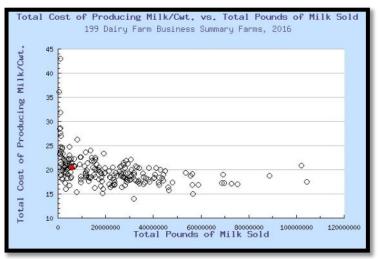
Measuring Performance

Owner-operators of dairy farm businesses measure performance for many aspects of their businesses profit, costs, income, production, labor to name a few. Measuring results is an important step for identifying strengths and weaknesses of the business as the business seeks improved results. Successful implementation of these steps increases the likelihood of achieving business and family objectives and goals. One measure of performance used by managers is the total cost of producing a cwt. of milk. Lower cost of production corresponds to greater economic efficiency leading to a greater likelihood of remaining viable. This cost measure allows for comparison to peers, and to past, current and expected milk price.

This article uses the Cornell University Cooperative Extension Dairy Farm Business Summary (DFBS) Program's measure of the total cost of producing milk. For DFBS purposes, the total cost of producing milk includes the operating costs of producing milk (hired labor, feed, machinery operation, veterinary and medicine, crop inputs and others) plus depreciation on machinery and buildings, the value of unpaid family labor, the value of operators' labor and management and the interest charge for using equity capital. These represent costs for all inputs, resources used in the production of milk.

Total Cost of Producing a Cwt. of Milk, DFBS Cooperators, 2016

The graph below was generated using DFBS Program graphing tools. The total cost of producing a cwt. of milk in dollars is on the vertical, or y axis. The total pounds of milk sold by the farm is on the horizontal or x axis. For discussion purposes, consider the average production per cow of about 26,000 lbs. per year. Then, the values of 20,000,000/ 40,000,000 lbs. correspond roughly to 800/ 1,600 cows. Each tick mark on the x axis represents roughly 400 cows. The average farm size for this set of cooperators in 2016 is about 800 cows. A main point suggested by the graph is that farm businesses of many sizes achieve efficiency. Locate the \$15 dollar mark on the vertical axis. Observations suggest that although relatively few farms in total achieved costs around the \$15 dollar mark in 2016, those farms represent a wide range of farm sizes. Similarly farms achieving costs less than or equal to \$17 per cwt. represent a relatively wide range of farm sizes.





www.prodairy.cals.cornell.edu

Cornell CALS PRO-DAIRY & Cornell Cooperative Extension

Feeder School

2 Days of On-Farm Training 10 AM to 3 PM 7 Statewide Locations

Who Should Attend:

- Those who are currently feeding dairy cows and want to learn more about the how and why of what they're doing.
- Those who are interested in becoming a cow feeder and want to increase their knowledge of cow feeding.
- Anyone interested in learning more about how to improve the feeding process on their farm.

Topics Covered During the Two Day School:

- Feeder's impact on the bottom line.
- Rumen physiology What every feeder should know.
- Nutrition Impact of feeders on the ration.
- Dry matter monitoring.
- Basic bunk silo management.
- Packing density and preservation.
- Feed bunk management.
- TMR audits.
- Troubleshooting mixer wagons.
- Safety considerations for feeders.

Presenters:

- Dr. Bill Stone, DVM, PhD, Director, Technical Services, Diamond V.
- Jerry Bertoldo DVM, Betsy Hicks, Dave Balbian, Libby Eiholzer, Lindsay Ferlito, and Kelsey O'Shea: Area Dairy Specialists with Cornell Cooperative Extension, Cornell University. Kathy Barrett, Dairy Education, Cornell PRO-DAIRY.
- Registration is \$75.00 and includes 2 day school, lunches and all materials.



Dates and Locations:

Each training will be 2 two days, held one week apart.

CNY

Oct 26 at Walnut Ridge Dairy.

Nov 2 at Whittaker's Dairy.

For more information contact: Betsy Hicks: 607.391.2673, bjh246@cornell.edu.

NNY - Two Feeders Schools Offered

Oct 31 and Nov 7 at CCE Learning Farm, Canton, NY.

Nov 1 and Nov 8 at Miner Institute Conference Room, Chazy, NY.

For more information contact: Tatum Langworthy, tlm92@cornell.edu, 315-788-8450.

Madison County

Nov 9 and 16 at SUNY Morrisville.

For more information contact: Sarah Ficken: 315.684.3001 Ext 108, sjs299@cornell.edu.

ENY - Two Feeders Schools Offered

Nov 28 at Dygert Farm, Nelliston.

Dec 5 at Matis Farm, Fonda.

Nov 30 at Postma Brothers Dairy, West Edmeston.

Dec 7 at Indian Camp Farm, Sherburne.

For more information contact: Sarah Ficken: Dave Balbian: 518.312.3592, drb23@cornell.edu.

WNY

Oct 25 at CCE Ontario County, Canandaigua.

Nov 1 at Lawnel Farms, Piffard.

For more information contact: Cathy Wallace, cfw6@cornell.edu, 585-343-3040 Ext 138.

Cornell Cooperative Extension provides equal program and employment opportunities. Accommodations for persons with disabilities may be requested by contacting the site registrar 10 days prior to the event.

What? How? Why?

By: Libby Eiholzer

Do you manage your employees? Or do you lead your employees? Leading employees has been a recurring theme lately at some of the conferences I've attended over the winter months. There are plenty of different definitions of the two, but here is what I think it comes down to:

Managers have employees. They direct groups of people and tell them what to do.

Leaders have followers. They create teams of motivated people by winning followers through communication and persuasion.

I would argue that both are very important. If you don't have someone on the farm every day seeing to all the little tasks of managing a group of employees, details can start to fall through the cracks, leading to bigger problems down the road.

But managers should certainly aspire to be leaders. Why? Well, managers get things done, but they're not necessarily liked for it. Leaders, however, are the people that you want to work for. They cultivate a workplace where people are excited to come to work and feel strongly that their job is more than just a job.

What are some of the things you need to do to help yourself or your staff become leaders? Start with one basic necessity: solid communication.

What/Job Descriptions: Communication starts before someone is even hired for a job. When you interview a potential employee, you should be able to explain clearly what the job is. Having a basic job description for each position on the farm is essential.

How/SOPs: There are certain tasks on a dairy farm that must be completed in a precise fashion every time in order to achieve the desired results. Whether we're talking about prepping cows for milking, deciding how to treat a sick cow, or scrubbing colostrum pails, there is (or should be) a right and a wrong way to complete the specific task on your farm. SOP's are great training tools for employees new to that task, and should be written

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Posting goals and performance regularly helps keep you and your employees on the same page.

and posted in conspicuous locations around the farm.

Why/Training: Does the employee know why you put that protocol in place? If they don't understand the *why* behind the *how*, chances are they might come up with their own way of doing the task. They will most likely have a good reason (it's easier, faster, or more efficient) but it won't always lead to the desired result.

Rules: Employees need to know what the farm's rules and policies are. Some of these are mandated by the state (like the pay notice/work agreement) and some just make good sense (expectations for coming to work on time, what can lead to discipline or termination). Make these clear and follow through.

Feedback: Communication is a two-way street. You need to make your expectations clear to your employees, but you also need to get some information from them on a daily basis. The best way to assure that employees will indeed communicate is by making it EASY. Here are a few examples:

- ⇒ Mastitis: Mark a space on a whiteboard in the parlor for employees to write down mastitis cows. Include a spot to list the quarter, symptoms, and time of milking. Check it regularly and talk to employees so they know that you are following through.
- ⇒ Calving Information: Make up a sheet with a box for each thing you want to know (dam ID, time moved to calving pen, sex of calf, time fed, etc.) Hang a clipboard full of sheets in a dry area. Attach a pen with a string so that it can't walk away.
- ⇒ **Tools/Needs:** Avoid the hassle of finding out there is no soap left by having your employees

make your shopping list for you, in real time. Either make a spot for them to write down things that they need, or write down everything they might need on a paper, and have them circle things before they run out. (For example, towels, milking aprons, soap, straw, grain...) In order for this to work, you need to check this regularly, respond to needs, and hang up a fresh sheet.

This may seem overwhelming if you don't have any of these things in place. But you don't need to do it all at once. Start with one small thing. Communicating with your employees is one way to show that you care about them and to create trust in your workplace.



Cooperative Extension Association of Livingston NWNY Dairy, Livestock & Field Crops Team 3 Murray Hill Drive Mount Morris, NY 14510

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Save the Date...

October 2017

- 13 Beef Quality Assurance, 6:00 9:00 p.m., Empire Livestock Market, 357 Lake Street, Pavilion. Cost: FREE, Need to <u>RSVP</u> by: October 6 for dinner count. Can purchase manuals: \$10. To register contact: Cathy Wallace at 585-343-3040 x138 or cfw6@cornell.edu
- 21 Preconditioned Feeder Calf & Replacement Sale, 10:00 a.m., Empire Livestock Market, 7418 Route 415N, Bath, NY. Hosted by NY Beef Producers Region 4 & CCE-Allegany & CCE-Steuben. For more information, contact Lynn Bliven at 585-268-7644 x18 or lao3@cornell.edu. <u>http://allegany.cce.cornell.edu/agriculture/feeder-calf-replacement-sale</u>
- 25 Feeder School, Day 1, 10:00 a.m. 3:00 p.m., CCE-Ontario County, 480 North Main Street, Canandaigua. Cost: \$75 and includes lunches & materials. To register contact: Cathy Wallace at 585-343-3040 x138 or cfw6@cornell.edu. Questions??? Contact: Jerry Bertoldo at: 585-281-6816 or Libby Eiholzer at: 607-793-4847
- 30 Dairy Cattle Reproductive Management Online Course, <u>Register before October 15</u> & receive a \$25 discount! Registration fee: \$265.00 per person. This is a seven week course offered online. Corresponding assignments are due each week. To get the most out of the experience, you should expect to spend 2-3 hours per week on the lessons and assignments. For more details, visit: <u>PRODAIRY.CALS.CORNELL.EDU/ONLINE-COURSES</u>

November 2017

1 *Feeder School, Day 2*, 10:00 a.m. - 3:00 p.m., Lawnel Farms, 2413 Craig Road, Piffard. Questions??? Contact: Jerry Bertoldo at: 585-281-6816 or Libby Eiholzer at: 607-793-4847

December 2017

6-7 *Calf & Heifer Congress, "Rising Above the Challenges"*, Doubletree Inn, 6301 State Route 298, East Syracuse. For more details and registration, visit: <u>http://www.cvent.com/d/1tq7fw</u>