

AG FOCUS



STRESS, STRESS, STRESS – HOW TO HELP by Joan Sinclair Petzen



Mental Health First Aid Training Warsaw NY

Thursday,
January 17th

8:30 a.m.– 5:00 p.m.

\$25 per person
including lunch
and a manual

This 8-hour training gives you the skills you need to reach out and provide initial support to someone who may be developing a mental health or substance use problem and help connect them to appropriate care.

Register today either on-line at:
https://reg.cce.cornell.edu/MentalHealthFirstAidTraining_10508
or by contacting Lisa Aures at
Cornell Cooperative Extension,
lma96@cornell.edu or
585-786-2251, ext. 123.



New York FarmNet, Cornell Cooperative Extension's Northwest New York Dairy Livestock and Field Crops Team and Wyoming County Mental Health Department are bringing Mental Health First Aid Training to Warsaw on Thursday, January 17. This is a chance for field representatives, agricultural professionals, farm neighbors and agency people to learn how to start a conversation with someone who seems to really be reaching out or needing some help with their emotions or mental health.

Running an agricultural business requires a tremendous amount of talent, the ability to juggle multiple priorities and cope with what Mother Nature throws at you every day. In recent years, the economy has been throwing price curveballs at many commodities produced right here in Western New York. In recent months, conversations have been happening across the counter, around the milk house, across the desk and at kitchen tables about the future of businesses and the families that manage them. Everyone is talking about changes that need to be made to help agricultural businesses thrive or preserve equity.

For many, change is hard to wrap their head around. Changes are uncomfortable for a lot of people. Sometimes, to cope with change, people turn to unhealthy alternatives like drinking or drugs. Others become paralyzed and find making informed decisions to be difficult to navigate. The following remarks have been heard from both farmers and the people who work with them closely:

- "I don't know how we are going to survive until prices turn around."
- "Have you visited with my neighbor

lately, he/she seems to be really stressed out."

- "The value of heifers is so low that I don't think I will ever recoup the cost of raising them."
- "Open accounts are climbing and we don't know if we will be able to still extend credit."
- "There is still a lot of corn standing in the field. Will it be worth harvesting?"
- "I am afraid I will never get to the soybeans that are still out before they shatter, a total loss."

These kinds of statements are often pleas for a listening ear or a tip that someone is struggling. Would you like to be more prepared to assist your neighbor or business associate with getting the help? At Mental Health First Aid Training you can learn how to help someone you know to get the help they need to stay on track or avoid tragedy. This eight-hour training provides skills needed to help assess and stabilize a person's situation and encourage them to reach out for appropriate help.

Mental Health First Aid Training will be held at the Agriculture and Business Center, 36 Center Street in Warsaw from 8:30 a.m. – 5:00 p.m. on Thursday, January 17. The training cost is \$25 per person including lunch and a manual. Register today either on-line at: https://reg.cce.cornell.edu/MentalHealthFirstAidTraining_10508 or by contacting Lisa Aures at Cornell Cooperative Extension, lma96@cornell.edu or 585-786-2251, ext. 123. For questions about the training please reach out to the Wyoming County Mental Health Department at 585-786-8871.

A partnership between Cornell University and the CCE Associations in these ten counties:
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**For more information about our program,
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nwnyteam.cce.cornell.edu**



COLD STRESS: REDUCE AND PREVENT

by Margaret Quaassdorff

With temperatures dipping into the single and double digits below zero in the months to come, dairy producers should consider the effects of cold stress, and be prepared to reduce the effects of cold weather conditions on calves, youngstock, and cows.

Calves and Youngstock

Calves entering the world go from a warm wet environment of 101.5 - 103 degrees Fahrenheit (body temperature of the cow) to the ambient winter temperature of the calving pen. Think about how it would feel to walk straight out of the shower in the morning, and out of the barn with no towel. (Just to be clear, I'm not recommending this, but if you need to drive the point home for yourself, try it on your own time.) In single digits, calves can easily freeze, or die, within minutes in these conditions. To ensure the survival of calves, move the calf to a warming box, and assist in drying and fluffing the hair with a towel, as well as make sure colostrum is warmed and ready for new calves to ingest as soon as possible. If a calf's body temperature drops below 100°F, it is in immediate danger, and needs to be warmed immediately.

Cold stress for calves less than three weeks of age can start at temperatures as high as 60° F, and 42°F for calves older than six weeks of age. Most January temperatures are well below these markers. To ensure calves maintain body temperature and continue adequate growth consider the following:

- ⇒ Bed calves deeply with straw. No feet or legs should be showing when they are laying down. Kneel down in the area where the calves lay. If your knees get wet, then it is too wet for calves as well.
- ⇒ Calf blankets are a great investment in that they are reusable and provide an extra layer of protection and warmth for pre-weaned calves. (Make sure the calf is dry and the

hair is fluffed before putting a blanket on.)

- ⇒ Proper ventilation is important, but tricky. Prevent direct drafts on calves, but set up adequate air exchange to reduce pneumonia-causing airborne pathogens, and ammonia from urine and manure buildup. Seek advice from professionals and other resources if need be.
- ⇒ Talk with your nutritionist about increasing caloric intake when on milk, or include an additional feeding per day to maintain proper energy intake.
- ⇒ Don't forget warm water! Providing warm water keeps calves hydrated, as well as promotes higher starter intake.

Mature Cows

It is important to keep mature cow housing dry and free of manure. If the cow and teats remain dry and out of direct winds and draft, most lactating cows in decent health should withstand cold conditions. Make sure teat dip has dried for at least one minute before allowing cows to go back to the barn, or out to a dry cow area. Prevention of chapped teats and frostbite is key to maintaining the health and performance of lactating cows. A chapped or frostbitten teat is much more susceptible to allowing infection into the udder, and the risk of bacterial mastitis is increased due to damaged teat ends. Teat-dipping should be a practice that is continued during cold weather, but it may be beneficial to change teat dips to a winter formula that includes skin conditioners. Prevention is key, as the treatment of a chapped and frostbitten teat is difficult.

Stay warm out there everyone! Most importantly, take care of yourself so that you may best take care of the animals.



Calf jackets are worth the investment to provide calves with extra protection from the cold.

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Ag Workforce Development Council's *Labor Road Show II*

If you have employees, then you need to be at the New York Labor Road Show II. Experts from farms, private industry and the university will focus on critical topics that affect all farm employers including: employee housing, onboarding, sexual harassment prevention, employee engagement, safety, wage and hour laws, and worker care.

Featured Speaker: Attorney Michael Sciotti

Mike's practice includes jury trials, investigations, labor audits, supervisory and employee training and claims under federal and state labor laws. He is a frequent speaker and author of articles regarding labor and employment issues. Mike is admitted to practice in New York and the District of Columbia. He is a member of the New York State Bar Association's Labor Law Section: Equal Opportunity Law as well as the Committee on Legislation.

Featured Topics:

- Better Farm-Provided Employee Housing Management and Compliance
- Onboarding New Employees
- Sexual Harassment Prevention Policies and Training for NY Employers
- Everyone Needs a Voice: Building Great Employee Relations
- Dairy Safety and Compliance Update
- Fruit & Vegetable Safety and Compliance Update
- Federal and State Wage and Hour Laws
- Worker Care: Let's Get Ahead of Our Customers and Regulators

Ag Workforce Development Council Member Organizations

NEDPA, Cornell Cooperative Extension, Cayuga Marketing, AgriMark, Upstate Niagara, New York Farm Bureau, New York Vegetable Growers Association, New York Animal Ag Coalition, Agri-Placement Services, New York Horticultural Society, Dairy Farmers of America, Farm Credit East

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WINTER VENTILATION

by Timothy X. Terry, Harvest NY

It's no secret. Winter is here and, as typical for western NY, it will be here for a while yet. Also typical is the closing up of livestock facilities, especially calf barns, to minimize the effects of winter. Unfortunately, this action usually proves to be counterproductive as it leads to a stale, humid environment and greater morbidity (incidence) of disease, especially respiratory illnesses.

For this reason the individual calf hutch is still the "Gold Standard" for calf care (even though it may not be considered as such by the caregivers themselves). The primary justification for closing up a barn is fear of cold air, however, a properly designed ventilation system will introduce the minimum volume of air to maximize calf health. Like the calf hutch, a barn can be cold and the calves healthy if they are adequately bedded and properly fed. The minimum volume of fresh air is 15 cfm per calf or 4 air changes per hour (4 X barn interior volume), whichever is greater.

Some may argue that air movement at that rate will produce drafts, and I would agree, if the introduced air is not distributed either through wall / ceiling vents or a positive pressure tube ventilation (PPTV) system. By definition, a "draft" is air moving at greater than 60'/minute, and "still air" is moving at less than 60'/minute. A properly operating system will achieve still (not stagnant) air at roughly 4' above the bedded floor. This is often where issues arise. Caregivers will complain that they feel a breeze on their face, so therefore, the barn must be drafty. However, they forget that they are feeling that breeze at 5' - 6' above the floor. Try it down at calf level, and while you are down there, check for any foul odors. If you smell something other than fresh air you may have a dead zone. This is quite common in individual pens, especially if they have solid sides. If possible, replace one or two sides with a livestock panel, particularly if they are perpendicular to the flow of air.

Unfortunately, even a well-designed system can be thwarted if the entrance of fresh air and/or exit of stale air is too small or even nonexistent. Too small of a cross sectional inlet area creates too much resistance to air flow – like choking an engine or kinking a hose. Too small of an exhaust area means stale air cannot leave, and if stale air cannot leave, fresh air cannot come in. Remember, you can breathe through a straw, but you cannot breathe through a soda bottle. I have been called out to calf barns with PPTV system problems only to find that the doors have been shut and the curtains closed tight. Once opened an appropriate amount the problem was solved. What is an "appropriate amount"? You want air to enter or exit at 400' – 500'/minute (4.5-5.5 mph), so you total the cfm capacities of the fan(s) and divide by 400'/minute. This will get you the minimum required square feet of cross sectional area. For example, if your calculations say you need 200 sq. ft. and your calf barn is 100' long, drop the curtains 1' on each side ($((100 \times 1) + (100 \times 1) = 200 \text{ ft}^2)$). If one side is particularly windy, drop it a little on that side and more on the other, as long as the total equals 200 sq. ft. Alternatively, you could install an exhaust fan(s) equal in capacity to the tube fan(s).

I have seen where producers have wanted to use barn attic space as a warming plenum during cold weather. This does work providing the same cross sectional rules are maintained for fresh air into the attic and any ductwork supplying air to the fan. Some contractors may want to install mixing dampers or place the fan offset from the wall to mix warm interior air with the cold outside air – **DON'T DO IT!** All you will be doing is spreading humid, pathogen-laden, polluted air faster and farther. One cough will become three which will become eight... you get the idea.

Since these systems (minimum ventilation) operate 24/7/365 they have a life



expectancy of only five years, and that's only if they have been regularly serviced. Belt drive fans will need to have the belts replaced and/or tightened, direct drive fans lose efficiency, fan blades get dirty, protective screens become clogged with feed, trash, or snow, and after-market modifications, such as heaters and filters, can further restrict air flow.

So get out there and clean and service those fans. Make sure the inlets and/or tubes are unobstructed and moving freely. If you have an older system, have your equipment supplier evaluate its performance – it may be time to make repairs or do something different.

Hot Off the Presses

As we go to print, Pro-Dairy has just released a set of fact sheets on tube ventilation in pre-weaned calf barns. They have also published a decision tree on evaluating ventilation needs in pre-weaned calf barns. These are available on the Pro-Dairy website on the Resources page, just scroll down. (<https://prodairy.cals.cornell.edu/facilities-engineering/resources/>)

Upcoming Webinars

2018 Corn Silage Hybrid Test Results

New York and Vermont Corn Silage Hybrid Tests – 2018
January 31, 2019

12:30 pm - 1:15 pm

<https://prodairy.cals.cornell.edu/webinars/>

The Movement of Cows To and From the Parlor

El movimiento de vacas hacia y desde la parla

January 30, 2019 @ 12:30 pm - 1:00 pm
30 de enero de 2019

<https://prodairy.cals.cornell.edu/webinars/spanish-webinars/>

Webinar: Ergonomic Safety for Farm Women

Tuesday, January 08, 2019

12:00 PM - 1:00 PM CST

<https://attendee.gototraining.com/r/6100384475781372673>

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TWO FARM BUSINESS MANAGEMENT TOPICS TO START THE NEW YEAR

by John Hanchar

Summary

- Sound financial planning and control are keys to successfully managing a farm business.
- The next few months present good opportunities to evaluate your business' financial management practices.
- The NWNY Dairy, Livestock, and Field Crops Program has the capacity to work with a variety of producers as they seek to improve their business' financial management practices.

Background

Winter months present farm business owners with opportunities to undertake planning efforts for the purpose of improving results. Research suggests that implementation of effective financial management practices, including annual farm business summary and analysis - key components of planning - better positions a business for success.

Cornell University's Dairy Farm Business Summary (DFBS) Program

- The objective of the DFBS Program is to allow producers to analyze their production and financial situation, set future goals, and make sound financial decisions.
- The DFBS also allows producers to compare their business performance to that of other dairy producers.
- The summary and analysis for each farm includes profitability analysis, balance sheet analysis, analyses of annual cash flows and repayment ability, capital and labor efficiency, as well as, analyses of the cropping and dairy aspects of the business.

The DFBS program is a preferred financial management tool for summary and analysis for dairy farm businesses of all kinds.

Financial Statements for Agriculture (FISA) Program

- FISA is a computer based spreadsheet program that can be used by all types of farm businesses to achieve an objective similar to the one above for the DFBS Program.
- In practice, FISA's ability to provide peer to peer comparisons is limited.
- The summary and analysis for each farm includes profitability analysis, balance sheet analysis, analyses of annual cash flows and repayment ability, as well as some capital efficiency measures and analysis. The program does not summarize and analyze production aspects of the business.

Farm Business Summary and Analysis with the NWNY Dairy, Livestock, and Field Crops Program

If you are interested in improving your farm business' ability to practice sound financial management, then please contact us to learn more about some of the tools available and their value and/or to discuss plans for completing a farm business summary and analysis for 2018. Owners of all types of farm businesses are encouraged to contact us. The NWNY Dairy, Livestock, and Field Crops Program has the capacity, using the above tools, to develop valuable farm business summary and analysis. The NWNY team has the capacity and desire to work with a variety of farm businesses - dairy (small, medium, and large; conventional; organic; grazing; and others), field crop, and livestock.



2019 Malting Barley Budgets Summary

- Total costs of production estimates for 2019 average \$6.96 per bushel for spring malting barley scenarios - 2018 estimates averaged \$6.14 per bushel.
- Total costs of production estimates for 2019 average \$6.13 per bushel for winter malting barley scenarios - 2018 estimates averaged \$5.23 per bushel.
- Relatively higher expected fertilizer, labor and fuel prices, and agronomists' recommendations for N inputs for winter varieties underlie costs of production differences between 2019 and 2018.
- Expected returns above total costs average \$2.92 per acre for 2019 spring malting barley scenarios, and \$66.52 per acre for 2019 winter malting barley scenarios.

The Budgets

Analysts prepared 2019 malting barley budgets for release at the 2018 Empire State Barley and Malt Summit, December 12 and 13, 2018, Liverpool, New York. To view and/or download the 2019 budgets, and for more information on growing malting barley in New York State, including other economic analysis,

Visit: nwnyteam.cce.cornell.edu, click "Grains", click "Malting Barley"

Visit: fieldcrops.org, click "Small Grains", click "Malting Barley".



Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

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- DISEASE MANAGEMENT ISSUES IN WHEAT AND SOYBEANS *Gary Bergstrom*, Plant Pathologist, Cornell University
- WEED SEED MANAGEMENT FOR FIELDS AND COMBINES *Bryan Brown*, NYS IPM Program
- MANAGING MARESTAIL & THOSE NASTY PIGWEEDS *Mark Loux*, Weed Scientist, Ohio State University
- SULFUR FERTILITY IN SOYBEAN PRODUCTION *Jodi Putman*, Field Crops Specialist, CCE
- SMALL GRAINS UPDATES: WHEAT, OATS, HYBRID RYE AND MALTING BARLEY *Mike Stanyard*, Field Crops Specialist, CCE

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In March 2017, the Cornell Small Farms Program and Cornell Cooperative Extension hosted one of its biennial **NY Small Farm Summits**, this time focused on the opportunities to grow the New York livestock industry.

The 2017 Summit brought together about 160 farmers and industry participants for a guided discussion meant to uncover needed research, education or infrastructure investments, debate their relative importance and then rank them as priorities for growing the NY livestock sector. To ensure that the Summit was inclusive, an additional 450 NY livestock farmers shared their priorities via an electronic survey.

Information gathered from the Summit is now available as a **full report**, "Securing the Future of the New York State Livestock Industry," and as an **executive summary**.

The report and summary can be viewed online and downloaded as a PDF from the Cornell Small Farms Program **website**.

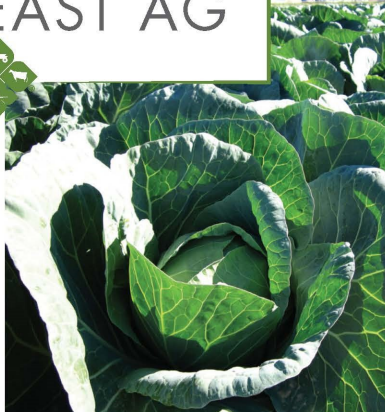
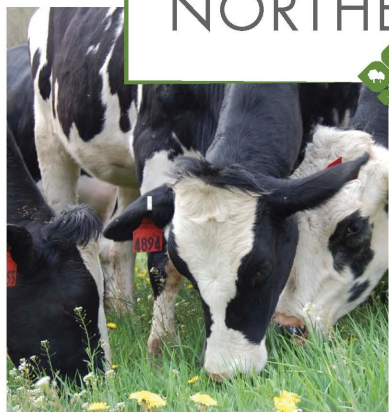
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READY FOR WINTER? KNOW WHAT YOU ARE FEEDING

by Nancy Glazier

The 2018 growing and harvest season will be one to remember. We experienced a wet spring which delayed planting and first cutting. The region turned dry and some areas turned really dry. The fall ended up wet and stayed that way, all the way through harvest that is still underway (12/11). Feed quality has been impacted. Variable levels of multiple mycotoxins have been found throughout the state, with forages of variable quality. It can be somewhat helpful to look at and smell feeds. Look for molds and dust. If it smells musty it may have been rained on or stored too wet. However, last winter I received reports of cattle being fed hay or baleage that “looked good” but then they starved to death because it was of poor nutritional value.

It would be a wise to test before you feed or buy. Sellers should be able to provide a nutrient analysis of feedstuffs. With any type of testing, it is critical to get a representative sample. For dry hay, a forage probe is the most accurate method of sampling. Twelve to 20 random cores from the small end of square bales or, through the sides of round bales, are taken and mixed for analysis. Ideally hay from each field from each cutting is sampled separately. Baleage should be sampled in similar manner, but make sure to seal up the bales with repair tape. About a one-lb. composite is needed for analysis. Haylages can be tested in a similar manner, though collect the sample from fresh grabs. Total mixed rations can be sampled this way, too.

Grain and corn silages should be sampled for mycotoxins, toxic secondary metabolites produced by molds. There are hundreds out there, but the critical classes of concern are aflatoxins, zearalenone, trichothecenes (T-2), fumonisins, and ochratoxin A. It may be more difficult to sample for them as they may be in higher concentrations in pockets in bunks, silos or grain bins. It is always a good strategy to avoid feeding any moldy spots.

Ruminants generally can tolerate higher levels of mycotoxins due to rumen degradation and mature animals tolerate higher levels than young. Beef cattle can tolerate higher levels than dairy cattle since their systems are under less stresses. The FDA has set action levels for animal feeds for aflatoxins and recommended levels for others.



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JANUARY 9, 2019, 6:30-8:30 PM WYOMING AG-BUSINESS CENTER,
36 CENTER ST., WARSAW

The NWNYS Dairy, Livestock & Field Crops Team is planning two evening meetings to learn more about the opportunities and challenges with raising dairy crossbred calves. Mike Baker, Cornell Beef Cattle Extension Specialist, will begin the evening with a background of the beef industry, including opportunities and challenges, markets and fluctuations, and pointers on raising these crossbreds. We will open up the rest of the meeting for discussion, and information sharing. Cost to attend the meeting is \$5 per person payable at the door. RSVP by January 7 to Libby Eiholzer (Ontario location) or Margaret Quaassdorff (Wyoming location). Light supper will be served.

Margaret Quaassdorff, maq27@cornell.edu or 585.405.2567

Libby Eiholzer, geg24@cornell.edu or 607.793.4847

Nancy Glazier, nig3@cornell.edu or 585.315.7746

\$5 per person payable at the door

RSVP by January 7th

Libby Eiholzer (Ontario location) or

Margaret Quaassdorff (Wyoming location)

Light supper will be served



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Heavy Spec
Allison Auto.
2007 PETERBILT 357 CAB & CHASSIS: 350 HP Cummins ISM; Allison Auto.; HaulMaxx Susp.; 20,000# F/A; 40,000# Full Locking R/A; 22.5 Tires; 235" WB; 18"6" Frame Behind Cab; 150" CT; 190,265 Miles; Stk. #5873 - \$54,500



Tri-Axle High Up
2007 STERLING LT9500 DAYCAB: 466 HP CAT C15; Engine Brake; 18-Spd. Trans.; Tri-Axle; 14,700# F/A; 20,000# Full Locking R/A; 22.5 Tires; w/Wetline; Headache Rack; Dual Exhaust; 307,906 Miles; Stk. #5851 - \$32,900



Rust Free Water Tanker
2008 MACK GRANITE GU813 WATER TANK TRUCK: 485 HP Mack MP8; 18-Spd.; Tandem Axle; 24.5 Tires (75% Rubber); 236" WB; 20,000# F/A; 46,000# Locking Rears; 4,400 Gal. Water Tank w/Pump; Can Separate Tank From Chassis; 21" Frame Behind Cab; 170" CT; 337,914 Miles; Stk. #5838 - \$53,000



Low Mile Lugger
2004 MACK GRANITE CV713 RECYCLING TRUCK: 460 HP Mack AC; Engine Brake; 18-Spd.; Tri-Axle; 22.5 Tires (Good Rubber); Spoke Wheels; 262" WB; 20,000# F/A; 46,000# R/A; Double Frame Lugger Truck; 20,000# Lift Axle; Hitch; 10,393 Hours; Will Separate Body From Chassis; 19"6" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$45,900



Low Miles
2015 MACK GRANITE GU713: 505 HP MP8; 18-Spd.; 14,600# F/A; 46,000# Locking Rears; Air Ride Susp.; 71,618 Miles; 4,200 Gallon Aluminum Tank; Stk. #5880 - \$72,500



165,000 Miles
2004 MACK GRANITE CV713: Mack 460 HP; Engine; Brake; 18-Spd.; Tandem Axle; Alum. Wheels; 300" WB; 20,000# F/A; 46,000# R/A; Low Mile Double Frame Truck w/Webco WHL23TC75 Crane; Cranesmart LMI; Dual Controls & 5th Wheel; 165,000 Miles; Stk. #5628 - \$49,900



44K Lockers
2008 PETERBILT 367; Daycab; 485 HP Cummins ISX; Allison Auto. Trans.; Tandem Axle; 24.5 Tires; Alum./Steel Wheels; 202" WB; 14,600# F/A; 44,000# Full Locking Rears; Wetline; 109,212 Miles; Stk. #5843 - \$59,900



Clean, Heavy
2006 INTERNATIONAL 7600: 330 HP Cummins ISM Diesel; 10-Spd.; Color: Red/Black; 22.5 Tires; Steel Wheels; 256" WB; Double Frame Flatbed w/Moffet Forklift Carrier; Steerable Lift Axle; 22" Deck; We Will Separate The Deck; 319,213 Miles; Stk. #5731 - \$37,900



20K/46K Lockers
2004 INTERNATIONAL PAYSTAR 5600: 385 HP Cummins ISM; 8LL Trans.; 172" WB; 20,000# F/A; 46,000# Full Locking Rears; 137,958 Miles; Stk. #5756 - \$32,500



20K/46K Lockers Chassis
2007 MACK GRANITE CT713 CAB & CHASSIS: Mack 460 HP; Engine Brake; 18-Spd.; 24.5 Tires; 238" WB; Air Ride; 20,000# F/A; 46,000# Locking R/A; 24.5 Rubber (80%); HD Single Frame; 176" CT; 220" Frame Behind Exhaust; 238" WB; 208,736 Miles; Stk. #5881 - \$46,900



1 Turbo CAT
2004 KENWORTH T800B DAYCAB: 475 HP CAT C15 Single Turbo; Engine Brake; 18-Spd.; 8-Bag Air Ride Susp. 13,200# Front Axle; 46,000# Full Locking Rear Axles; 4.11 Ratio; 24.5 Tires; 220" WB; 619,585 Miles; Stk. #5725 - \$58,900



18K/46K Lockers
2002 KENWORTH T800B: 410 HP CAT C12; Engine Brake; 8LL Trans.; Tri-Axle; Color: Yellow; 4.88 Ratio; 22.5 Tires; All Steel Wheels; 280" WB; 18,000# F/A; 46,000# Full Locking Rears; w/Atlas F330SE Drywall Crane; 56.6 Boom; (5) Sections; 25" Steel Flatbed; 30" Total Double Frame; 210" CA; 301,153 Miles; Stk. #5744 - \$42,900



Allison Auto.
2002 KENWORTH T800: 335 HP C10; Auto. Trans.; Rubber Block Susp.; 262,173 Miles; Clean, Low Mile Dump Truck w/Hitch & Manual Tarp; Good Rubber; Stk. #5841 - \$39,900



Low Low Miles/Hours
2006 INTERNATIONAL PAYSTAR 5500 VACUUM TANK TRUCK: 335 HP Cummins ISM; Automatic Trans.; Engine Brake; 20,000# F/A; 46,000# Full Locking Rears; Rear Sewer Vacuum; Rodder Truck Powered By Deutz Diesel Engine w/Auto Lube System; Wireless Remote; Dumping Tank w/Hydraulic Opening Gate; 51,153 Miles; Stk. #5858 - \$60,500



Winch Truck
2007 WESTERN STAR 4900SA WINCH TRUCK: Detroit 455 HP; Engine Brake; 10-Spd.; Walking Beam Susp.; 22,000# F/A; 65,000# R/A; 87,000# GVW; 12,00x24 Tires; 315" WB; Tulsa 37,500 lb. Ruffneck Winches; 19" Deck; Pockets For Gin Poles; Tail & Center Rollers; 12,00x24 Off-Road Tires Rear; 24"4" Double Frame Behind Cab; 4-Spd. Aux. Trans.; 194,751 Miles; Stk. #5906 - \$48,500



20K/46K Lockers
2006 INTERNATIONAL 7600: 335 HP Cummins ISM; Allison Auto.; 5.55 Ratio; 22.5 Tires; 220" WB; 20,000# F/A; 46,000# R/A; Double Frame Cab & Chassis w/17" Frame Behind Cab/Muffler; 136" CT; 83,267 Miles; Stk. #5766 - \$39,900



Chassis Or Dump
2005 PETERBILT 357; Quad Axle Dump Truck; 370 HP Cummins ISM; 8LL Trans.; 24.5 Tires; 18,000# F/A; 44,000# Full Locking Rears; 17" Steel Dump Body; Quad Axle w/Heavy Single Frame; (2) 11,000# Steerable Lift Axle; Will Separate Box From Chassis; 22" Chassis Behind Cab; 212" CT; 302,500 Miles; Stk. #5831 - \$48,500



6x6 Water Truck
1998 OSHKOSH F2346: L10 Cummins 22.5 Tires; Alum. Wheels; 214" WB; 23,000# F/A; 46,000# R/A; 6x6 Cab & Chassis (4,000 Gal. Water Tank To Be Removed); 18" Single Heavy Frame Behind Cab; 150" CT; Very Clean; 190,985 Miles; Stk. #5737 - \$23,900



CAT 6NZ
2001 PETERBILT 357 WINCH/OIL FIELD TRUCK: 475 HP CAT C15 6NZ Turbo; 8LL Trans.; Tandem Axle; Color: Red; 12.00 x 24 Tires; Spoke Wheels; 390" WB; 40,000# F/A; Double Frame; Twin Steer Rig Up Truck w/75-Ton Braden Winch; 4-Spd. Aux. Trans.; Planetary Drive Rears; 27'6" Deck w/Tail Roller & 30' Gin Poles; 52,963 Miles; Stk. #5780 - \$69,000



Planetary Rears
2009 KENWORTH W900 DUMP TRUCK: 380 HP CAT C12; Engine Brake; 8LL Trans.; Five Axle; 24.5 Tires; 20,000# F/A; 46,000# Full Locking Rears; 282" WB; Double Frame; 20' East Alum. Body w/72" Sides; Liner & Tarp; 310" Bridge Measurement; 650,702 Miles; Stk. #5887 - \$39,900



Low Miles
2009 FREIGHTLINER FLD120; Water Tank Truck; 515 HP Detroit 14L; Engine Brake; 18-Spd.; 24.5 Tires; 248" WB; 18,000# F/A; 46,000# Full Locking Rears; Water Tanker w/Pump; Jasper 4,200 Gal. Tank; Will Separate Tank From Chassis; 20" Frame Behind Cab; 168" CT; 139,985 Miles; Stk. #5837 - \$54,500



460 HP
2006 MACK VISION CX613: 460 HP Mack AC; 18-Spd.; Tandem Axle; Engine Brake; 22.5 Tires; Alum./Steel Wheels; 190" WB; 14,000# F/A; 46,000# Full Locking Rears; w/Wetline & Air Slide 5th Wheel; 547,638 Miles; Stk. #5654 - \$29,000



Heavy Spec Crane
2009 WESTERN STAR 4900SF TEREX BT2057 BOOM TRUCK CRANE: 525 HP Detroit Diesel; Jake Brakes; 10-Spd. Manual Trans.; Double Frame; 36" Flat Top Bunk; 21" Deck; 18,000# F/A; 46,000# Full Locking Rears; 314" WB; Hitch; Crane Can Be Separated From The Chassis; 25" Frame Behind Cab; 190" CT; 149,145 Miles; Low 7,683 Hours; 20,000 lb. Lift Capacity; Stk. #5882 - \$49,500



475 HP CAT
2005 KENWORTH T800: 475 HP CAT C15; 8LL Trans.; Tandem Axle; 4.30 Ratio; 24.5 Tires; Alum. Wheels; 210" WB; 20,000# F/A; 46,000# Full Locking Rears; Rear Double Frame; w/Braden 75,000 lbs. Winch; Tail Roller; 15"6" Frame; 134" CT; 574,954 Miles; Stk. #5749 - \$49,750

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CREATING HUMAN RESOURCE MANAGEMENT DOCUMENTS

by Libby Eiholzer

One of the most common New Year's resolutions is to "get more organized". If you are a farmer applying that resolution to your office and your human resource management approach, then I've got you covered! Many farmers I talk to say they feel overwhelmed just trying to keep up with increasing regulations and requirements. OSHA, the FARM program, NY's Sexual Harassment Prevention law; all of these are good for employers and employees, but do require organization in order for farms to understand the requirements, convey them to employees, and fully comply.

Regulatory compliance aside, we can probably all agree that anything we can do to make our employees happier and more likely to stick around for the long run is a good investment for our farm. While it may seem overly simplified, improving communication between employers and employees truly is one of the best ways to do so. Creating documents like job descriptions, standard operating procedures, employee handbooks or guidelines, and conducting employee reviews are all practices that can help make sure employers and employees are on the same page.

Here some excellent resources that can get you off to a good start:

Nebraska Extension Publications: extensionpubs.unl.edu/publication/9000016360749/examples-of-job-descriptions-for-major-positions-on-dairy-farms/

A guide to the process of developing job descriptions for positions in the dairy industry.

Penn State:

<https://extension.psu.edu/job-description-generator-for-the-dairy-industry>

An online tool that automates the process of creating job descriptions. The fill-

in-the-blank format prompts you to include all relevant information, and pre-written standard tasks that you can include and edit make it easy to write job descriptions that are customized to your farm. (see picture below.)

<https://extension.psu.edu/standard-operating-procedures-a-writing-guide>

A writing guide for standard operating procedures.

FARM Program:

<http://www.nationaldairyfarm.com/resource-library>

Sample protocols for animal care.

Massachusetts Institute of Technology:

<http://hrweb.mit.edu/performance-development/performance-reviews/preparing-and-conducting-annual-performance-review>

How to prepare for and conduct an annual performance review. Includes sample forms.

Extension:

<http://articles.extension.org/pages/17552/evaluating-performance-and-providing-feedback-to-employees>

Guidelines and tips for conducting performance reviews. Includes a sample form.

NYS Department of Labor:

<https://labor.ny.gov/immigrants/agriculture-labor-program/services-for-agriculture-workers.shtm>

Services and Protections for Farmworkers is a quick reference guide to the rules and regulations as they apply to agricultural employers and employees. Some of the topics included are breaks, pay deductions, child labor & workers' compensation. Take a look at this before implementing any new policies.

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JANUARY 2019



- 9 **WNY Corn Congress**, 10:00 a.m.—3:00 p.m., Quality Inn & Suites, 8250 Park Road, Batavia.
- 10 **Finger Lakes Corn Congress**, 10:00 a.m.—3:00 p.m., Quality Inn, 2468 NYS Route 414, Waterloo.
- 14 **The Becker Forum: Farm Employment Practices, Planning for the Future** 8:30a.m. - 4:50 p.m., Holiday Inn, Liverpool, NY. Federal labor policy, sexual harassment law compliance, employee housing management, financing and managing farm worker housing, updates from the NY Departments of Labor and Health, and more. <http://nysvga.org/expo/information/>
- 18 **NYBPA Winter Management Meeting**, 10:00 a.m.—5:00 p.m., DoubleTree by Hilton, Syracuse NY., the New York Beef Producer's Association is presenting a daylong session on the cross bred dairy calf. Speakers will include farmers and extension professionals with experience in this field. The keynote speaker will be from Wulf Genetics working with Genex to supply beef bulls of various breeds to use on Jersey and Holstein cows. For more information, contact Brenda Bippert, NYBPA, 716-902-4305, visit <http://www.nybpa.org/abwc.htm>
- 22-23 **2019 Operations Managers Conference**, Two-day Event, DoubleTree by Hilton, Syracuse NY. Operations management on dairy farms is integral to the success of the farm business. The Operations Managers Conference provides an opportunity for people responsible for day to day activities on dairy farms to increase their management and operations skills while interacting with other managers. For complete event information, including registration fee levels and deadlines, visit the [conference website](#), or contact Heather Darrow, 607-255-4478.
- 30 + 31 **Labor Road Show II**, 9:00 a.m.—4:00 p.m., NYS Fairgrounds, Syracuse and CCE Ontario County, respectively. See page 4 for full details. If you have employees, then you need to be at this event. \$55 pp at the door. Register here: Agworkforce.cals.cornell.edu, or call 315-433-0100, ext. 5595.

FEBRUARY 2019

- 6, 13, **Pesticide Training & Recertification Series**, Weds. Feb. 6, 13, 20, & 27, 7:00 p.m.—9:30 p.m., **EXAM March 6 2019*, 20 & 27 6:30p.m.—11:00 p.m. CCE Ontario Co., 480 N Main St., Canandaigua NY. \$175.00 for certification which includes the training manuals and all 4 classes. Does not include the \$100.00 exam fee. Recertification is \$25.00 per class. To register: 585-394-3977 x 427 or x 436 or email nea8@cornell.edu or rw43@cornell.edu. Registration form will be available on the website www.cceontario.org.
- 6 **WNY Soybean Congress**, 10:00 a.m.—3:00 p.m., Quality Inn & Suites, 8250 Park Road, Batavia, see page 8.
- 7 **Finger Lakes Soybean. Congress**, 10:00 a.m.—3:00 p.m., Quality Inn, 2468 NYS Route 414, Waterloo, see page 8.
- 27 **Forage Congress**, 10:00 a.m.—3:30 p.m., Livingston County Auditorium, 3 Murray Hill Drive, Mt. Morris, see page 10.

Helping you put knowledge to work

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