

Ag FOCUS

June Dairy Month and a Look Back

By: Jerry Bertoldo

This June marks the 74th annual tradition of promoting the contributions of the dairy industry to American society. Originally known as National Milk Month, the concept was promoted by the National Dairy Council starting in 1937. The impact of the Great Depression had combined with the seasonal flush of milk with pasture turnout leading to surpluses in the previous few years. This promotion targeted the dairy appetites of the public with reasonable success. Today *June: the Dairy Month* continues to draw attention to dairy products as healthful additions to the diet as well as for their taste appeal.

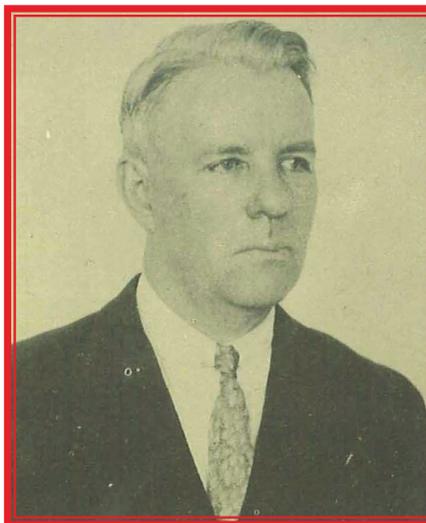
This year Cornell Cooperative Extension is celebrating its centennial – a story that began on March 1, 1911. New York was the first state to have an employed agricultural agent. John H. Barron, a native of Livingston County, was hired by the Binghamton Chamber of Commerce to “conduct demonstrations with farmers, do educational work, advise with farmers individually and otherwise as to the best methods, crops, livestock, labor, tools and other equipment”. The resistance to change was overcome by Mr. Barron’s hard work, extensive knowledge and practical manner. The Broome Co. Farm Bureau was soon established to provide the

framework for these extension activities. The American Farm Bureau was formed in 1919 to organize the extension efforts in thirty states. The federal Smith-Lever Act of 1914 authorized funds for county agent work. This funding stream to states continues today as the foundation for extension networks.

Farm Bureau and the Extension Service were closely tied until 1956. During the previous year a Congressional order stated that an extension system which receives public funding is in conflict with the function of representing farmers in

governmental matters. Since Farm Bureau actively lobbied on behalf of agriculture its extension partnership had to be severed.

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John H. Barron, 1st Extension Agent.

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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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In commemoration of the centennial of the hiring the first agricultural agent, Cornell Cooperative Extension and NY Farm Bureau held the "John Barron Day Celebration" in Broome County in March of this year. Livingston County CCE will host its own centennial event on July 27th at the Wingate Farm in Livonia. Plans are to have Nathaniel Barron, the grandson of John who still runs the home dairy, there at the festivities. There will be displays of old photographs, printed material and paraphernalia representative of early 20th century agriculture. Farm Bureau, local and state elected representatives and agribusiness are expected to join together for this celebration.

A rededication of the 1965 memorial monument to John Barron at the courthouse in Geneseo will precede the celebration in Livonia. Look for details in the July issue of Ag Focus.



Horse drawn binder.

Raise a glass to milk!



June is Dairy Month



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Van Slyke's Dairy Farm

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June 12, 2011

Noon - 4:00 pm

CCE of Wyoming Co., the Wyoming County Chamber of Commerce, Wyoming Co. Farmland Protection Board, the Wyoming Co. Soil and Water Conservation District, as well as the Wyoming County Farm Bureau have collaborated together to coordinate the first ever Agri-Palooza. This event, formerly known as Wyoming County Dairy Fest, is now being held on a working farm. The mission of this event is to celebrate Wyoming County's #1 industry, agriculture, and to educate the general public of the importance and diversity of our products.

The event is designed to provide an avenue for educational and marketing opportunities that feature locally produced products and to build a better understanding of what Wyoming County's agricultural industry has to offer. Events of the day include a fully-guided farm tour, exhibits, farm equipment and supplies, demonstrations, sales of Wyoming County products, music, hands-on activities for all ages, pedal tractor races, hay maze, and much more.



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Transitions in the Team

By: James Kingston

On the 1st of June I will be leaving my position with the NWNY team to take a position at the Batavia Monroe Tractor. I have enjoyed my role at Extension over the last 2 years where I have learned an unbelievable amount, met and worked with some incredible people, and been involved in some great projects. I am confident that some of the programs I have started in my time at this position will continue into the future as an asset to the agriculture community. For some of the trial work that I have planned for this growing season, I still plan on being involved and helping in any capacity to ensure the research is completed. I did not plan on leaving Extension but when this other opportunity came available I could not turn it down.

My new position will be the Branch Manager at the store. I have limited experience in the implement



dealing industry but a fair amount of management experience from my previous employment at Soil & Water and a life that has been built around agriculture. Monroe Tractor believes that my relationships with area farmers and experiences will lead to improved customer service for the Batavia branch. I understand that this role will bring challenges but these challenges can lead to great opportunities.

Like all government entities the Extension system is facing challenges and changes. Extension has changed a tremendous amount since it began 100 years ago and I have seen how its programs are still relevant and important to growers. Working for the NWNY team I have witnessed the tremendous efforts that each team member strives to assist the agriculture community. I will truly miss this position, the infield work, and all of the members of the NWNY Team

New Ag Class

By: James Kingston

This fall semester the NWNY team will collaborate with Genesee Community College (GCC) to teach the first agriculture course ever offered at the college. GCC is one of the fastest growing Community Colleges in the nation. This college is also surrounded by some amazing and diverse agriculture operations. Each team member of the NWNY Team will teach courses throughout the semester on their individual specialties. In this course students will have the opportunity through field trips to witness production agriculture and the industry's role in providing the necessary food for world's growing population. Students will learn where their food comes from and witness farming first-hand, instead of the embellished stories generated by the popular media.

This is great opportunity for young people interested in the agriculture industry to obtain information or any student that has no interest in Ag to obtain an understanding of the importance of this industry. The professionals at GCC hope this class will lead to future opportunities, classes, and possibly agriculture programs at the college.



Left: James Kingston, GCC biology professor Maureen Leupold; Eunice Bellinger, GCC executive vice president of academic affairs; and Mike Stanyard



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(2) 2007 Freightliner FLD120SDS, Series 80 Det, 515 h.p., 18 spd., eng. brake, air ride susp., 225" w.b., 36" single bunk, alum. wheels, T/A, 13,200# F/A, 46,000# R/A, full lockers, 354,188 miles, \$57,500.



6x6 Heavy Spec

(2) 2000 Oshkosh 6x6 C&C, Cums., 9LL trans., 20,000# F/A, 46,000# R/A, lockers, 18'6" frame behind cab, \$24,000.



Steel Hauler

2005 Int'l 4400 Steel Haul Truck, DT466 250 h.p., 6 spd., 10,000# F/A, 23,000# R/A, 21' bed, \$24,750.



Heavy Spec

2007 Int'l 9400, Cums. ISX450 h.p., eng. brake, 12 spd. auto. trans., air ride susp., 46,000# F/A, 320k miles, \$53,650.



Heavy Spec Lockers

2006 Peterbilt 379 Sleeper; Cummins ISX 475 HP; Jake, 15-Spd. Manual, 46,000# Rears — FULL LOCKERS!!!, 617,000 Miles, \$45,850



Heavy Spec

Lockers

1999 Int'l 9400 Day Cab, Cummins 460 HP, Jake Brake, 10-Spd., 14,000# F/A, 46,000# R/A, Lockers, \$27,900.



(2) 2006 Peterbilt 335 Dump, CAT 330 h.p., 8LL, D.F., full lockers, 14' steel boxes, 155k miles, \$54,500.



20' Alum.

1998 Int'l PayStar 5000, Cums. N14 460 h.p., Jake Brake, 18 spd., 20,000# F/A, 48,000# R/A, full lock, air L/A, dbl. frame, 20' alum., \$42,500.



Heavy Spec

(2) 2006 Int'l 9900I Day Cabs, Cums. ISX 500 h.p., Jake Brake, 18 spd. man., 14,000# F/A, 46,000# R/A, \$45,000 each.



60,000 Miles

2004 Freightliner FL70, C7 CAT 180 h.p., 6 spd., 10' spring susp., steel comp., 22.5 tires on all steel, S/A, 12,000# F/A, 21,000# R/A, 60,356 miles, good runner, low miles, \$28,500.



20 ft. Aluminum

1995 Ford LTS9000, 350 HP CAT, Jakes, 8LL Trans., 20K/46K Rears, 20 ft. Alum. Box\$25,000



Heavy Spec

(5) 2004 Freightliner Columbia Day Cabs, CAT 430 h.p., Jake Brake, 10 spd. man., 46,000# F/A, 475k-520k miles, \$33,500 each.



21' Alum. Box

1988 Mack CL713, Mack E7 400 h.p., Fuller 8LL trans., air lift 3", 4" & 5" axles, dbl. frame, 20,000# F/A, 44,000# R/A, Camelback susp., 21' alum. box,



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1999 Int'l 15000 PayStar, Cums., Jake Brake, 8LL trans., air lift, 16,000# F/A, 46,000# R/A, vac. pump, rear discharge. Many Other Freightliner/Volvo/Int'l Alum. & Steel Tank Vac. Trucks In Stock & More Coming!



Lockers

Big H.P.

(3) 2006 Int'l 9900I Slipr., Cums. 565 h.p., Jake Brake, 18 spd., 14,000# F/A, 46,000# R/A, lockers, 590k - 650k miles, \$44,000.



2002 Kenworth W900, CAT C15 475 HP; Jakes; 8LL; 18' Aluminum Dump; 2 Way Tailgate; Rubber 75%, \$38,000



(3) 1976 Mack DM685SX Dump Trucks, Mack Engines, 5-Speed Manuals, 65,000# Camelback Suspension, 27,988/36,045 Miles\$18,500 Each



(3) 2001 Peterbilt 357 HD Cab & Chassis Or Mixer Trucks, Cummins, 8LL, 20K FA; 44K Full Locking Rears, Mixers Have Remotes, 21' Of Frame Behind The Cab, 250" W.B.; From South With NO RUST. \$28,900 Also In Stock: Kenworth, Volvo, International, Other Peterbilts In Stock Now!!



2005 John Deere 120C, cab heat & A/C, mech. thumb, good U/C, 4,050 hours. Also Available: 375L, 325L, 322CL, 312 And Many More!



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Super Clean

2000 Kenworth W900 Day Cab, Det. 500 h.p., Jake Brake, 10 spd., southern truck, no rust, 467k miles. Many Other RUST FREE Southern Trucks In Stock! Peter, KW & Mack

Maximizing Performance through Cow Comfort

By: Jackson Wright

Although a relatively new concept in the dairy industry, cow comfort has consistently shown its positive influence on herd health and performance. In dairy cows, overall performance is a combination of genetics, environment, and nutrition. Cow comfort is defined as the environment on which a cow depends to reach her full genetic potential, and efficiently utilize the nutrients with which she is supplied. The environment frequently provided for dairy cows has been created for the convenience of man resulting in stress factors present in the cow's environment. Prolonged exposure to such stress factors predisposes a herd to disease and limits milk production. As genetic potential per cow increases, it becomes increasingly important to minimize stress factors in the environment to allow the cow to reach her maximum potential.

The ultimate goal of cow comfort is to provide adequate resources to every cow in a herd. Facilities with poor cow comfort limit access to resources which in turn increases competition and social confrontation between animals. In overcrowded facilities this is noticeable at the feed bunk following milking or fresh feed delivery, as dominant cows will demand priority in feeding. In this scenario timid cows or inexperienced heifers will be limited in their access to the feed bunk, forcing them to eat less or wait until there is less competition. Eventually submissive cows will show a reduced willingness to compete for resources, which negatively affects milk production.

Aside from access to feed, one resource that is often overlooked is rest or lying time. To maximize production, dairy cows require at least 12 hours of lying time each day. Lying time is associated with increased rumination, improving nutrient absorption

and production of saliva. This reduces sub-acute rumen acidosis as saliva contains sodium bicarbonate, a buffer that helps stabilize rumen pH. Moreover, lying time improves blood flow to the mammary



gland, which is associated with increased milk production and improved mammary function. Three main factors that influence lying time are stall design, lameness, and bedding.

Stall Design

Stalls should allow a cow to exhibit natural behaviors without injury, pain, or fear. Stalls should be sized based on the stature of the animals being housed and provide adequate resting area with unobstructed lunge space. Generally, stall length should be between 98 – 110 inches. Stall width should be a minimum of 47 inches, except in stalls used exclusively by heifers, and neck rails should be located 37 – 43 inches above stall level and 67 inches forward of the curb. If less than 98% of cows are using stalls, the reason for stall refusal should be investigated. Often, stall refusal is caused by improper neck rail placement limiting lunge or resting space.

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Lameness

A lame cow will access resources less often, decreasing milk output. Interestingly, lameness is associated with decreased lying times due to the pain associated with rising or lying down. Prolonged standing time increases pressure inside the claw capsule reducing blood flow to the hoof. This results in inadequate oxygenation and delivery of nutrients to the horn producing tissues, perpetuating the cycle of lameness. As a result it is important to minimize forced standing time (such as time waiting to be milked) to less than 3 hours each day, a take a proactive approach to hoof health.

Bedding

Cows demonstrate increased lying times on stalls with cushion in comparison to hard surface stalls. Common options for stall cushioning are either mattresses or sand. Mattresses are straightforward to install and provide ease of maintenance for both workers and machines. However, mattresses require some form of litter to absorb moisture. In addition, research has shown that most mattresses lose cushioning within 1 year of purchase and require 7.5 kg of bedding per stall to improve lying times, which in many cases is cost prohibitive. Currently sand is the "Gold Standard" of bedding, mainly due to its ability to provide cushion, increase lying times, improve hygiene scores, and reduce SCC. Sand bedded facilities have also been shown to reduce lameness and maintain adequate lying times in lame cows. It is currently thought that the additional cushion and traction provided by sand facilitates rising and lying in lame cows.

Overall, enhancing cow comfort can be both rewarding and profitable, as cows housed in a comfortable environment produce more milk and generally have a longer productive life.



Beef Pasture Walk

Wednesday, June 8, 2011

6:30 p.m. rain or shine!

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Consequences of Later Planted Corn and Soybeans

By: Mike Stanyard

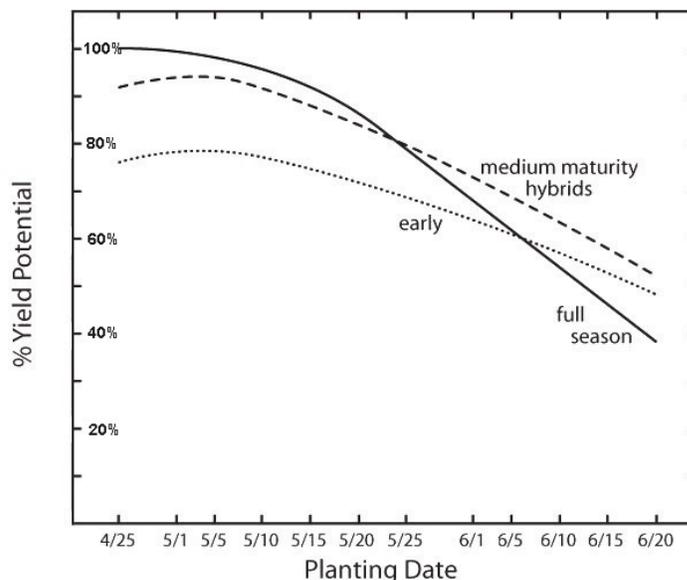
What a difference a year makes! In 2010, we had four days over 90 degrees in April and many growers began planting on April 20. This year the first corn I heard go into the ground was Saturday, May 7 on some gravel ground in Wayne County. That began a stretch of 6 good days in which there was a mad rush to get ground worked, manure and fertilizer spread, and seed in the ground. As I write this on May 16, the rains have us at a standstill again this week. Historically, the NY 5-year average for corn planted at this date is 55% and soybeans at 20% (USDA NASS NY).

What does this mean for us as we get later into the growing season? Hopefully, all the full-season corn hybrids were able to be planted during the first stretch of planting from May 7-14. The yield potential for full-season corn grain and silage hybrids decreases after mid-May (Table 1). Full-season grain hybrids planted in late May also run the risk of not fully maturing on time. Medium-season hybrids should be planted after mid-May.

As we move into June, now is the time to move to early maturing hybrids. Research from Wisconsin shows that after May 15 corn yield is decreasing 0.5 bu/day and jumps to 2.5 bu/day after June 1.

With the Midwest experiencing the same weather conditions, I hope earlier varieties that perform well in our region will be available for NY producers.

Soybeans have a wider optimum planting range than corn. Here in WNY optimal dates are May 5-25. Early Group III and Group II varieties should be planted at this time. Producers planning wheat after soybeans should plant mid-late Group I's to assure an earlier harvest for timely wheat planting. After May 25, Early Group II and Group I's should be planted.



Effect of planting date on grain yields.

Soybean yield potential declines after June 15th and maturity can be variable if we experience an early frost.

Planting Date	Corn	Soybean
April 30	100	
May 4	99	
May 9	97	100
May 14	95	
May 19	91	98
May 24	86	
May 29	81	95
June 4	75	
June 9	68	88
June 20		76

Table 2. Expected impact of delayed planting on corn yields. Greg Roth, Penn State

Grain producers may want to think about switching to soybeans after June 15th as they may not be able to recover the input costs of corn (Table 2). The University of Illinois has developed an excel spreadsheet for assessing the economics for making this switch. Penn State has modified this spreadsheet to reflect our regional conditions (<http://fcn.agronomy.psu.edu/2011/fcn1108.cfm#c>).

Mike Stanyard field crops and insect specialist with the North West New York Dairy, Livestock & Field Crops Team. Contact him at 315.331.8415. Ext. 123 or cell: 585.764.8452. Email: mjs88@cornell.edu

Ask Extension...

Will all of this rain affect my grazing?

By: Nancy Glazier

Too Much Rain Affects Pastures, Too!

This has certainly been one of the most sodden spring seasons in memory. Yet pastures continue to grow, and grazing has become more challenging. You've probably grazed all the high ground, so what now? Below are a few things to think about to help with manage pastures while conditions are wet. These may require extra management, but hopefully, it's for a short period.

As many dairies were out of feed by the end of winter, they were anxiously awaiting the grazing season. Cows need to eat, but they don't like to eat muddy feed. Consider as well that wet conditions exacerbate health issues such as mastitis and hoof problems due to excessive moisture affects parasites. Try giving them larger paddocks for shorter periods. Think about moving the cows every few hours. This would



require additional time to move temporary fence but it may help. Use back-fencing and temporary lane-ways to lessen the damage to paddocks. Make sure the paddocks are at an adequate height so cows won't need to walk far to find quality feed.

Another approach may be to try "on-off" grazing. Let the cows out to pasture for a 2-4 hours then bring them back to the barn or loafing area. Cows get a new paddock next time they are let out. An Australian study showed after two hours of grazing, the cattle had eaten about 70% of the pasture that they would eat over the full twelve hour grazing period. After four hours grazing 77 to 88% of the pasture was eaten. To attain the higher percentage of feed intake, make sure there is plenty of pasture available. In many cases, supplementation will be needed to meet feed requirements.

Taller pastures may help to keep livestock "floating" and reduce pugging. The height will provide additional padding between the animal and the soil. More may go to waste, but that may not be as big of a concern right now. It can take years for pastures to recover from pugging.

These tips may reduce pugging and help keep forages cleaner. Additional pasture clipping or mowing may be needed as conditions improve. When pastures are left taller, regrowth may be quicker. The downside may be more refusals of taller grasses. What may be useful is to harvest some of this for stored feed as conditions dry out. Also, pastures may need some reseeding or renovation later this season, or next spring. This is definitely a year to try some different strategies!

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Nitrogen Miser

Sidedress applications can boost nitrogen efficiency

By Harold Brecht

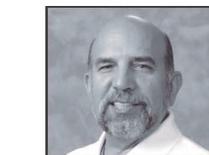
Weather over the past few seasons has caused many corn growers to scramble to get the crop planted and nitrogen applied. This year is no exception.

In many areas of the country, growers had to plant into extremely damp and cool soils. And this late wet planting season meant a disruption in normal nitrogen applications.

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Harold Brecht

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PROGRESS OF DAIRY FARM BUSINESSES

Same 46 Western New York Region Dairy Farms, 2009 & Preliminary 2010

Source: Cornell University Cooperative Extension's Dairy Farm Business Summary (DFBS) Program.

Selected Factors	Average of 46 Farms		Percent Change
	2009	2010	
<u>Size of Business</u>			
Average number of cows	701	740	5.6
Average number of heifers	608	642	5.6
Milk sold, lbs.	17,544,987	18,857,086	7.5
Worker equivalent	14.98	15.73	5.0
Total tillable acres	1,314	1,344	2.3
<u>Rates of Production</u>			
Milk sold per cow, lbs.	25,030	25,499	1.9
Hay DM per acre, tons	3.7	4.1	10.8
Corn silage per acre, tons	19.4	19.9	2.6
<u>Labor Efficiency & Costs</u>			
Cows per worker	47	47	0.0
Milk sold per worker, lbs.	1,171,227	1,198,798	2.4
Hired labor cost per cwt.	\$2.75	\$2.71	-1.5
Hired labor cost per worker	\$38,427	\$38,118	-0.8
Hired labor cost as % of milk sales	19.9%	15.2%	-23.6
<u>Cost Control</u>			
Grain & concentrate purchased as % of milk sales	36%	28%	-22.2
Grain & concentrate per cwt. milk	\$5.04	\$5.02	-0.4
Dairy feed & crop expense per cwt. milk	\$6.26	\$6.26	0.0
Labor & machinery costs per cow	\$1,424	\$1,461	2.6
Total farm operating costs per cwt. sold	\$15.62	\$15.90	1.8
Interest costs per cwt. milk	\$0.47	\$0.51	8.5
Milk marketing costs per cwt. milk sold	\$0.86	\$0.90	4.7
Operating cost of producing cwt. of milk	\$13.32	\$13.36	0.3
<u>Capital Efficiency</u> (average for the year)			
Farm capital per cow	\$9,269	\$9,144	-1.4
Machinery & equipment per cow	\$1,567	\$1,513	-3.5
Asset turnover ratio	0.44	0.59	34.1
<u>Income Generation</u>			
Gross milk sales per cow	\$3,466	\$4,558	31.5
Gross milk sales per cwt.	\$13.85	\$17.87	29.0
Net milk sales per cwt.	\$12.99	\$16.97	30.6
Dairy cattle sales per cow	\$270	\$318	17.8
Dairy calf sales per cow	\$47	\$21	-55.3
<u>Profitability</u>			
Net farm income without appreciation	\$-135,875	\$604,738	545.1
Net farm income with appreciation	\$-140,594	\$735,090	622.9
Labor & mgt. income per operator/manager	\$-176,663	\$206,637	217.0
Rate of return on equity capital w/o appreciation	-6.2%	10.6%	271.0
Rate of return on all capital without appreciation	-2.8%	8.3%	396.4
<u>Financial Summary</u>			
Farm net worth, end year	\$4,123,407	\$4,695,684	13.9
Debt to asset ratio	0.36	0.33	-8.3
Farm debt per cow	\$3,288	\$3,084	-6.2
Debt coverage ratio	0.05	2.47	4840.0

To learn more about Cornell University Cooperative Extension's DFBS Program please contact John Hanchar.

Beef Pasture Walk

Tuesday, June 14, 2011

6:30 p.m. 9:00 p.m.

*Terry & Mary Lou Rothfuss, Floy-Mar Farms
1865 Salt Road, Fairport*

This is where agriculture meets suburbia. Agency staff from NRCS, Soil & Water Conservation District & DEC will describe many of the improvements to the 25 acres of pastures - laneways, fence, new seedlings and ditch cleanout. We will take a look at the "before" with pictures and "after" with a walk around the pastures. This is open to the producers and neighbors!

Please call:

Cathy Wallace: 585.343.3040 x138 to RSVP to make sure we have enough refreshments.

QUESTIONS???

Call Nancy Glazier: 585.315.7746



Farmstead Cheese Workshop - How to Get Started

Wednesday, June 29, 2011

1:00 - 4:00 p.m.

Yates Co. Government Building, Auditorium
417 Liberty Street, Penn Yan

We will be covering the basics to get started.

Rules & Regulations:

Skip Wilson, NYS Dept. of Ag & Markets

Lenders:

Ryan Hallings, Finger Lakes Ec. Dev Center

Learn from Experienced Cheesemakers:

Tom Murray, Muranda Cheese

Carmella Hoffman, Sunset View Creamery

\$15.00 per person/farm



Corn Growers and Distillers Grain Users

We are now offering trucking between our ethanol plant and your farm through our new transportation subsidiary, Shelby Transportation, LLC.

Give us a call for an on-farm corn bid or a delivered DDG price, and remember, we offer payment to growers within 2 business days.

Also ask us for a quote for your other commodity trucking needs.

Please call for more information:

Corn: (866) 610-6705

Distillers Grain: (315) 247-1286

Shelby Transportation: (585) 798-6696

For Heifer and Ever....

Field trials looking into the growth and health of calves raised in groups will be conducted in New York this summer. Stabilized milk and milk replacer using different organic acids will be compared.

A symposium focused on group housing of baby calves is planned for early December in Syracuse. Producers who have adopted this management style will be present to share their experiences. Stay tuned for details.

What to do when the rain stops?

This has been an unusual & frustrating spring for fieldwork. Some resources to help you make decisions about late chopping can be found at the team website at: www.nwnyteam.org



Herd Health & Herdsmanship

- ◆ Maintaining Health
- ◆ Vaccinations
- ◆ Treatments
- ◆ Metabolic Diseases
- ◆ Infectious Diseases
- ◆ Physical Exam



Classes held simultaneously via distance learning at the following locations:

Tuesday, June 14th

6:30 - 9:00 p.m.

CCE-Ontario Co.

480 N. Main St., Canandaigua

Thursday, June 16th

6:30 - 9:00 p.m.

CCE-Wyoming Co.

401 North Main St., Warsaw

Saturday, June 18th

On-farm Session

10:00 a.m. - 2:00 p.m.

Livingston Co. Farm: TBA

Cost: \$25.00 per person

Please register by:

Monday, June 6th

To register call:

Cathy Wallace: 585.343.3040 x138

Email: cfw6@cornell.edu

Questions??? Call:

Jackson Wright: 585.746.3016

Jerry Bertoldo: 585.281.6816



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New York Corn
and Soybean
Growers Association's

**2011 Summer
Crop Tour
August 16**

Mark Your Calendar

Du Mond Farms, Union Springs, NY

**Enhance your crop
production & profitability!**

- Tours
- Exhibitors
- Equipment displays
- Precision agriculture demonstrations
- Question-and-answer sessions with Cornell Cooperative Extension experts

Featured speakers:

- Ken Ferrie, Crop-Tech Consulting, Inc.
- Scott Stewart, Stewart-Peterson, Inc.



New York
Corn and Soybean Growers
Association

Register at www.nycornsoy.org or call (518) 783-1322

Agricultura

By: Greg Coffta

There are many reasons why employees and employers part ways, and in most cases it is a situation that is difficult to communicate. When an employee is fired, the meeting can be rather uncomfortable for both parties, and could stifle communication. Nonetheless, these interactions are relatively straightforward in purpose. Perhaps a more difficult situation is when an excellent employee leaves under good terms, such as deciding to return home.

Any manager enjoys working with a team of competent, experienced employees- the dairy manager is no different. In most cases, the most experienced and competent Spanish-speaking employees are those that have been working on the farm for the longest time, often more than 6 or 7 years. At this point in the average career of the Spanish-speaking employee, there is a strong desire to return home- some simply for a few months; others go home to return for good. In either case, the dairy manager is going to have to confront the inevitable loss of a good employee and friend.

To be prepared, there are a few simple actions that the dairy manager can take. First, have a staff meeting with your Spanish-speaking employees to discuss "going home." Let them know that you understand their situation and that there will be no hard feelings or consequences for planning to leave. Make sure that they feel comfortable coming to you with the news as soon as possible, even if they are early in the planning stages. These veteran employees usually value the relationship that they have with their employer, and seek to preserve a positive interpersonal reality. This makes it difficult to bring up in conversation, and easy to put off for another day. Along the same lines, don't underestimate how much the employee values your relationship, and hopes that you value it, too.

After you have determined the employees that are planning to go and when, you can make the second move. Identify a current employee (that's planning to stay awhile) that is interested in taking over the

position of the person that is leaving. Make time for that employee to cross-train and work side-by-side with the person that is leaving. Provide opportunities for on-the-job training and preparation so that when employee A leaves, employee B is ready to hit the ground running.

So...that solves the problem of filling the higher-skilled position, but what about the milker/pusher position that employee B left? Unavoidably, you will have to make a new hire at some point. Chances are your group of Spanish-speaking employees has already discussed the opening. Have a meeting with them and ask them who (if anyone) would like to move into that position. Day positions are more coveted than the night shift, and it's likely that someone is eager to work on the day shift. Next, ask if they know of someone looking for work- a brother, a cousin, etc. Tell them that you don't want just anybody to fill the position- remind them that they will have to be working with that person and it's best to choose someone who is responsible and team-oriented. Working with your existing employees to make a new hire is an effective way to earn employee respect and confidence, build a strong team of employees and build a sense of team.

If your employees don't offer a good option for a new hire, you may have to look to outside sources. Talk to other area farmers, they may know of someone, and their Spanish-speaking employees surely do. Ensure that the potential hire is a responsible employee (that they didn't get fired from their previous job for something grossly indecent) and try to include some of your trusted employees in the interview process.

Especially if you are operating with a lean team of essential employees, you can't afford to lose any of them without an adequate replacement. Preparation will help you work through staffing changes with less wasted time and less frustration.

NWNY Dairy, Livestock & Field Crops Team
Cornell Cooperative Extension
420 East Main Street
Batavia, NY 14020

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Save the Date...

June 2011

- 2 Cornell Maple Webinar: "2011 Maple Tubing & Taphole Sanitation Research", by Stephen Childs, 7:00 p.m., each broadcast is scheduled to run an hour., To participate in a NY group meeting for the webinar, check the list of CCE offices that will be host sites. Click the WEBINAR link at: www.CornellMaple.info
- 8 Beef Pasture Walk, Wilmar Farm, Bill & Marie Kuipers, 3532 Mote Rd., Gainesville, 6:30 p.m.
- 14 Beef Pasture Walk, Floy-Mar Farms, Terry & Mary Lou Rothfuss, 1865 Salt Rd., Fairport, 6:30 p.m. - 9:00 p.m., RSVP to: Cathy Wallace: 585.343.3040 x138 or cfw6@cornell.edu
- 14 Herd Health & Herdsmanship, 6:30 p.m. - 9:00 p.m., CCE-Ontario Co., \$25.00 per person, **RSVP by: June 6**, Registration: Cathy Wallace: 585.343.3040 x138 or cfw6@cornell.edu
- 14 Herd Health & Herdsmanship, 6:30 p.m. - 9:00 p.m., CCE-Wyoming Co., \$25.00 per person, **RSVP by: June 6**, Registration: Cathy Wallace: 585.343.3040 x138 or cfw6@cornell.edu
- 14 Farm IT: How to Use Web Soil Survey to Know Your Soil, 7:00 - 9:00 p.m., Contact: Nancy Anderson: 585.394.3977 x427 or email: nea8@cornell.edu
- 16 Herd Health & Herdsmanship, 6:30 p.m. - 9:00 p.m., CCE-Ontario Co., \$25.00 per person, **RSVP by June 6**, Registration: Cathy Wallace: 585.343.3040 x138 or cfw6@cornell.edu
- 16 Herd Health & Herdsmanship, 6:30 p.m. - 9:00 p.m., CCE-Wyoming Co., \$25.00 per person, **RSVP by June 6**, Registration: Cathy Wallace: 585.343.3040 x138 or cfw6@cornell.edu
- 18 Herd Health & Herdsmanship, on-farm session, 10:00 a.m. - 2:00 p.m. Livingston Co. farm, Location: TBA
- 27 Farm IT: On-line Relationship Marketing, 7:00 - 9:00 p.m., Contact: Nancy Anderson: 585.394.3977 x427 or email: nea8@cornell.edu
- 29 Farmstead Cheese Workshop, Yates Co. Govt. Bldg., Penn Yan, 1:00 - 4:00 p.m.

July 2011

- 12 Farm IT: You Probably Still Need a Farm Website, 7:00 - 9:00 p.m., Contact: Nancy Anderson: 585.394.3977 x427 or email: nea8@cornell.edu
- 13-17 Monroe County Fair, 2695 E. Henrietta Rd., Henrietta, Contact: 585.334.4000
- 18-23 Seneca County Fair, 100 Swift Rd. (Corner of Swift & North Rd.), Waterloo, Contact: 315.568.9501
- 19-23 Genesee County Fair, 5056 E. Main St., Batavia, Contact: 585.344.2424
- 19-23 Hemlock Fair, 7370 Water St., Hemlock, Contact: 585.367.3370
- 25 Farm IT: PowerPoint and Your Farm, 7:00 - 9:00 p.m., Contact: Nancy Anderson: 585.394.3977 x427 or email: nea8@cornell.edu
- 26-30 Ontario County Fair, 2820 County Rd., #47, Canandaigua, Contact: 585.747.9698

"Cornell University Cooperative Extension provides equal program and employment opportunities."