

AG FOCUS



EARLY WHEAT MANAGEMENT TIPS by Mike Stanyard



Last year was a good year for wheat production in WNY. We had a hot dry summer and that is usually when we have our best yields. The statewide wheat yield average per acre was 69 bushels (NASS NY) but I had many growers in this region have record whole farm averages. We were not so lucky when it came to planting this year's crop last fall. It was wet and there were narrow windows to get wheat in the ground under good soil conditions. Soybean harvest delays also pushed planting dates and many of our wheat acres just did not get in the ground. The last crop update from NASS NY on November 25 reported that only 82% of the wheat crop was planted and only 66% was emerged. How has our wheat weathered this winter and will the stand be good enough to keep?

Tiller Counts and Nitrogen. In past articles I have discussed counting the number of tillers to determine if you should put all of your nitrogen up front, split it into two applications, or put it all on at a second application at Stage 6 (jointing). I am sure many of you have already assessed how many plants and tillers you have per square yard. If you have not and need a refresher course, see my short video on how to do so, <https://vimeo.com/124455368>. Unfortunately, really late planted fields may just be emerging and

you will have to wait a little longer to see what your final plant stand looks like.

See chart (bottom left) for examples of tiller number and N timing and amounts. If your plant/tiller counts are low, be prepared to get more N on early, as wheat plants green up fast and need to be fed. This N is utilized to increase vegetative production and promote additional tillers. This will be crucial on the later planted fields that did not have any tillers. If tiller counts are in the middle, then get some N on early and the remainder on at jointing. If tiller counts are high, hold off on applying N at green-up and apply it all at jointing. This later N application timing should coincide with stem elongation, which means nitrogen is going towards increasing the number of seeds per head and seed size, not additional tillers. However, I will throw in a word of caution here: in wet years, where we planned one later application of N and could not get in the field in a timely manner, the wheat turned off-color. This is definitely not what we want at this crucial growth stage and yield potential was lost. I know some growers who are going to apply 20-25 pounds of N early, even if their tiller count is adequate, to protect against the potential for a delayed second application.

(Continued on page 3)

| Tiller Numbers (per sq. yard) | Nitrogen Recommendation |
|-------------------------------|--|
| < 300 | up to 60 units of N at green up, rest applied at GS 5-6 |
| 450-600 | Up to 45 units of N at green up, rest applied at GS 5-6 |
| >700 | No N at green up*, all N applied at GS 5-6 * Some growers are applying 20-25 lbs. |

Chart of Nitrogen per Tiller recommendation.

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EARLY WHEAT MANAGEMENT TIPS

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Weeds. We continue to encourage the earliest planted fields to be sprayed for winter annual weeds (purple deadnettle, chickweed, chamomile) in late fall. Some of the later planted fields may have had a burndown sprayed prior to planting. You never know what the weather will be like in the spring and timely weed control can be tricky. Most fields are sprayed in the spring. We are still recommending that you do not mix your herbicide and nitrogen applications and spray separately. The leaf burning can cost you up to eight bushels and could get worse as temperatures increase.

We had some new wheat herbicides labeled for NY last year. Axial® XL is labeled for annual grasses and particularly for foxtails. Osprey® was also renewed until 2023 for control of roughstalk bluegrass. Remember, Osprey only can be applied up to the jointing stage. Huskie® was also registered for control of resistant marehail in wheat. For more details on these herbicides, see the article in the April 2018 issue of AgFocus, which can be found on the NWN team website- https://nydairyadmin.cce.cornell.edu/pdf/newsletter/pdf171_pdf.pdf.

Fungicides. We have seen that fungicide applications in wheat can really pay off. Powdery mildew and leaf rust can move in during the early vegetative stages and result in yield losses. These leaf diseases can be more prevalent with thicker wheat stands. Weather conditions also can play a role. Wet, cool conditions are more conducive to disease development. This means that early scouting of all your wheat fields is crucial to stay on top of this disease this spring! Look for large areas where the leaves are turning yellow. Lower leaves will gradually turn light brown. If you applied higher N rates (90-120 pounds), fungicides are even more important to keep the wheat healthy and to prevent lodging.

National Wheat Yield Contest. If you were at the Soybean & Small Grains Congress in February, you heard me talk about the changes to the National Wheat Yield Contest. For 2019, they will now have a category for raw wheat yield in addition to the percentage above the county average. This means NY growers can be competitive on a national stage. If you are interested, call me, or visit the National Association of Wheat Growers web page at <https://yieldcontest.wheatfoundation.org/>.

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MANAGEMENT AND MYTHOLOGY-PART II by Timothy X. Terry,

Harvest NY

Galatea Effect is a compelling factor in employee performance because an individual's opinion of their abilities and odds of success will determine their level of performance.

Last month I introduced the concept of Pygmalion and Galatea Effects – better known as *The Power of Manager's Expectations* and *The Power of Self-expectation*, respectively. I also promised to give you some ideas for cultivating the Galatea Effect.

Encouragement

Here are some of the ways you can encourage and cultivate the Galatea Effect.

1. Check yourself. Managers are more effective at communicating low expectations to subordinates than they are high expectations. Actions speak louder than words, and so does silence. In fact, silence can say to the employee, "It doesn't matter" or "I don't really care." Remember that insurance company with the high, average, and low producers? They tried to repeat the experiment at another office, and unfortunately, it failed. In the follow-up analysis, they discovered that the manager did not believe that he had anything but mediocre or poor performers. He adamantly denied that he ever vocalized that belief. Nevertheless, the staff picked up on it, consciously or not, and behaved accordingly. So, the 'Take Home' message is: believe that your staff is capable of doing quality work and they will. If you know someone is struggling, spend a little extra time coaching them, or reassign them to a more appropriate task or team.

2. Provide increasingly challenging job/project assignments but make sure they succeed at each level before moving on to


the next level. ALWAYS acknowledge the win as they "move up the ladder." This does not have to be elaborate. It can be as simple as genuine praise in front of their coworkers or a handwritten note in their pay envelope. This will also help you out with item #1 because it is an action that reinforces their perception of your confidence in them.

3. Allow them to participate in potentially successful projects that will bring improvement to the immediate enterprise and/or the operation as a whole. The key word here is "potentially." If it is too easy, it will not encourage them to stretch their abilities toward self-improvement. If it is too hard or impossible to complete they will settle for a significantly lesser goal. In one manufacturing company, for example, they found if they set the monthly production quotas too high (unattainable) the actual output was only about 80% of that quota. However, if they backed it off a bit to what was reasonable but challenging, they met quota almost every time (~90%)¹.

Caveat to items 2 & 3 - As managers we are so happy when we have an employee who is interested and willing to gain new skills or fine-tune existing ones that we often forget that they are still only human with mental and physical limitations. It is very easy to assign them one more job or a new responsibility because we want the project or operation to succeed. However, at some point in time we have to refrain from additional assignments, and/or remove some existing responsibilities from their plate. Failure to do so will burn them out and you will likely lose the valuable employee.

4. Provide one-on-one coaching. This should be not only for their weaknesses, but even more so, for their strengths. Remember: you are trying to take them to the next level. If your operation is such that you cannot personally provide the coaching then you should assign a successful senior employee as a mentor. I know this flies in the face of what really happens out there – the new employee is just thrown in with the rest of the crew to be trained by the crew. But do you remember the child's game of telephone? Player 1 whispers something to Player 2 who whispers it to Player 3 and so on down the line. The last player then repeats out loud what he was told. The response is usually hilarious and little if anything like the initial phrase. So it goes with procedures that may have been handed down three to four times, or more – they may look little or nothing like what was originally put in place. Therefore, mentoring is a good use of your senior talent. Often they are excited to share their knowledge and you get single source consistency. In the case study insurance company, new hires were always placed in the high performance group to be trained and mentored by them. Who better to train them than the best of the best?

(Continued on page 5)



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5. Keep the messages the employee receives consistent up and down the chain-of-command. You cannot build them up to their face and then trash talk them behind their back. This goes, too, for any middle managers, even if they do not have a direct supervisory relationship. Feedback should be positive and developmental even if it is correctional in origin.

6. Provide developmental opportunities that satisfy the interests of the individual as well as what the business needs from the employee. Understand, these may be mutually exclusive. The trick is to find the right balance of opportunities that provide for the business and honor the employee needs and desires.

I realize this may sound rather clinical and/or “pie-in-the-sky”, but with some thought and creativity, they can be implemented in any agricultural enterprise. Labor is usually the second largest expense on a farm so why not make the most of that investment?

“Harness the power of the employee's self-expectations to ensure powerful, productive, improving, and successful work

performance. You'll be happy and feel rewarded when the employees exceed your expectations—and theirs.”²

¹J. Sterling Livingston, “Pygmalion in Management”, *Harvard Business Review* (January 2003), <https://hbr.org/2003/01/pygmalion-in-management>

²Susan M. Heathfield, “The 2 Most important Management Secrets: Pygmalion and Galatea Effects”, *The Balance Careers* (July 2018), <https://www.thebalancecareers.com/pygmalion-and-galatea-effects-1918677>.

“Your attitude,
not your aptitude,
will determine
your altitude.”
—Zig Ziglar

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“COWBOY SCIENCE”: A CHANCE FOR PROFIT THAT DOES NOT COST A THING

by Margaret Quaassdorff

We often overlook and misunderstand how our own attitudes, actions, and work habits affect the animals around us. In the first session of our 2019 Dairy Manager Training held in March, Curt Pate, nationally recognized expert in dairy cattle handling and stockmanship, shared his insight on increased economic benefits of handling cows correctly, and cow care from an emotional sense.

Cows react differently to an individual pushing in an aggressive manner versus a calm, confident manner. In addition, they may react differently around the same individual depending on the task that that individual is working on. For example, if you are cleaning out a waterer, and moving along through the pen, cows may seem curious or indifferent to what you are doing. If you were to enter a pen with the goal to vaccinate, cows will notice a change in your behavior and intention, and therefore may react in a more vigilant or nervous way. This is because the cows have noticed a change in the “feel” of your intention and have adjusted their “pressure zone.” “Pressure zone” refers to the boundary representing the threshold beyond which the animal reacts but does not retreat. Pate describes this as the physical space between you and the cow where her attention shifts to you from what she was doing before. This gives you a chance to have “a conversation” with the cow. As herds people, we can recognize this moment and use it to our advantage.

Bovine Brain Function

An animal (and a human too, for that matter) can only truly think of one main thing at a time. What will it be for the cow and how do we influence that? As she moves throughout her day, a cow is either in the “thinking/productive” or the “reacting/survival” side of her brain. Our goal on the farm is to perform daily tasks in a way that promotes the cow to stay in her “thinking/productive” side. “Thinking” cows go seamlessly from eating, to drinking, resting, socializing, and moving to and from the parlor. If there are threatening incidents that trigger the cow to jump to the “reacting” side of her brain, it takes away from her overall focus, health, and productivity.

The cows’ frame of mind is so important when we consider what goes on in the parlor and how the cows are arriving there. It also applies to how cows are prepped for milking in a tie-stall or the management of the pen in a robotic milking system. Studies have shown that adrenaline and other stress hormones block the action of oxytocin, the hormone that allows for milk let down. Uninhibited milk let down shortens the time it takes to milk out a cow, increasing parlor throughput. Proper let down with shorter milking time results in better teat health and decreased incidence of mastitis, and allows the cow to use less of her time budget in the parlor. Increasing parlor throughput can also lower your labor costs by either shortening the time it

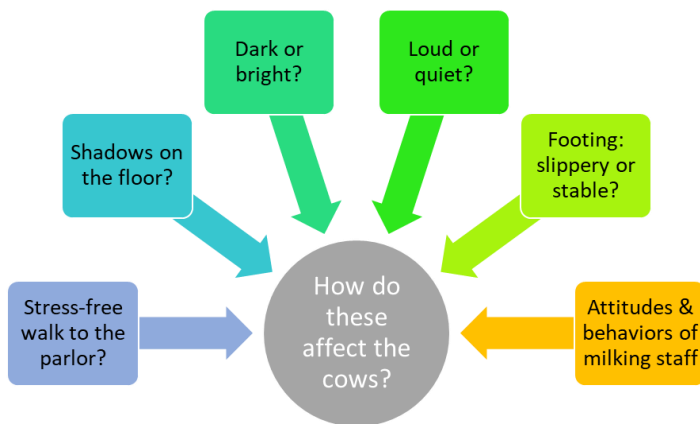


Curt Pate, expert in stockmanship, demonstrates safe and effective handling of dairy cows at a farm in Wyoming county.

Photo by Libby Eiholzer

takes to milk the herd, or milking more cows in the same amount of time.

How Does Your Farm and Parlor Environment Affect Your Cows?



The place where the cow is milked should have a good draw, and her journey there should be free of undue stress and negativity. This is where we are asking the cow to work with us to harvest high-quality milk in an efficient, economical, and healthy manner.

Moving Animals in a Way that is Low-Stress and Creates Energy

Through genetic selection, we have helped design the dairy cow to be a docile, high capacity, efficient producer. In doing so, we bred the athleticism out of her, which in turn makes her a little more difficult to read. For example, we can easily tell when beef cows are agitated and have switched to reactive behavior by their flightiness. Curt Pate explained that an overly

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WAGE AND HOUR REQUIREMENTS FOR FARMERS

By Richard Stup, Cornell University

Payment of wages is a critical part of the employment relationship, and a common place for employers to mess up and face a violation and hefty fine. Employers who intentionally violate wage and hour laws are taking on a lot of risk. Consider the [case of this New Jersey contractor](#)¹ who failed to pay required overtime, kept poor time tracking and payment records, and attempted to falsify the payroll. They ended up paying over \$158,000 in back pay and damages to 50 employees plus another \$34,000 in fines.

Federal laws that apply to agriculture are summarized by the U.S. Department of Labor in this factsheet: [Agricultural Employers Under the Fair Labor Standards Act \(FLSA\)](#)².

New York State Department of Labor provides a [fact sheet about requirements of New York's Wage Theft Prevention Act](#)³.

Take time to revisit your pay practices this winter and make sure that you:

- Keep accurate payroll records for all employees and retain those records for 7 years after employment ends.
- Track hours worked for all employees on an ongoing (daily) basis as they are worked. It's not OK to make up a timesheet at the end of a week or month.
- Never retaliate or threaten an employee who has a payroll question or complaint. Instead ask "How can I help you?" and have a conversation with the employee to solve the problem. Retaliation against an employee for complaining is a serious violation and must be avoided. (Thanks to Attorney Michael Schiotti, one of our Labor Road Show speakers, for sharing this appropriate response.)
- Provide written notice of pay and benefits to all new employees.
- Pay employees weekly. Provide each employee a wage statement or pay stub each payday that includes:
 - 1) Hours worked (regular and overtime).
 - 2) Rate or rates of pay (regular/overtime if applicable).
 - 3) How the employee is paid – by the hour, shift, day, week, commission, etc.
 - 4) Pay at the piece rate must show what rates apply and the number of pieces at each rate.
- 5) Employee's gross and net wages.
- 6) Itemized deductions.
- 7) Itemized allowances and credits claimed by the employer, if any (tip, meal and lodging allowances or credits).
- 8) Employee's name.
- 9) Employer's name, address and phone number.
- 10) Dates covered by the payment.



Wage & Hour requirements was one of the topics discussed at the Labor Road Show II.

“COWBOY SCIENCE”: A CHANCE FOR PROFIT THAT DOES NOT COST A THING

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reactive animal is not desirable, yet the idea of “low-stress handling” can sometimes result in us allowing our dairy cows to become lazy. Pate encouraged farmers to create energy in the body of the cow through exercise via enthused, lively walking to and from the parlor. Exercise in the cow increases health and productivity, while it drives down incidence of sickness and injury. In a scenario where cows move extremely slowly to the parlor, Pate suggests portraying energy through your own body, and directing it behind the ear of a cow that is several animals ahead, and is already heading in the right direction. Too often we push cows from behind by following them (humans like straight lines), instead of effectively driving them with 45 degree angles. By directing our energy behind the ear, we effectively “pull at the head instead of pushing at the tail” in the right direction.

The way Curt Pate sees it, trying to understand what an animal needs emotionally, and providing that to them, is a useful way of getting what we want also. He also believes that when we help things go right for the cow, things tend to go right for us to get things accomplished on the farm. This, in turn, raises the quality of life for the people and the cows. Consumers buying our dairy products and co-products also look favorably upon increased quality of life for all involved on the farm. Taking care of the cow emotionally does not require monetary investment. We just have to be willing to consider the energy we put out, and then be inspired to adjust that behavior to get the best out of our cows (and the people who work with us). I would be interested in hearing your farms' experiences with this. Try it, and let me know what you find!

Upcoming Webinars

April 8, 2019, 2:00 p.m. EDT

"Milking Evaluation Reveals Costly Problems"

Presented by Phil Durst and Stan Moore,
Michigan State University

<https://hoards.com/flex-309-Webinars.html>

April 16, 2019, 8:30-9:30 a.m.

"Hot Weather Comfort: Calves & Heifers"

Presented by Dan McFarland and Jud Heinrichs
Penn State University

<https://extension.psu.edu/technology-tuesdays>

April 22, 2019, 1:00 - 2:00 p.m.

"Communicating with Hispanic Workers"

Presented by Adrian Barragan and Mauricio Rosales
Penn State University

<https://extension.psu.edu/dairy-management-mondays>

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PERFORMANCE OF NYS DAIRY FARM BUSINESSES IN 2018 – EARLY RESULTS

by John Hanchar and Joan Petzen

Please view these early results with caution -- the sample size is small at this stage of data collection, and farm size is large.

Summary

While milk sold per cow was unchanged from 2017, milk receipts net of milk marketing expenses per hundredweight (cwt.) fell 6 percent in 2018 from \$17.41 in 2017.

- In 2018, the total cost of producing a cwt. of milk was \$18.94, an increase of \$0.10 per cwt. relative to 2017.
- As of February 11, 2019, preliminary results suggest that the same 34 New York dairy farms in Cornell University Cooperative Extension's Dairy Farm Business Summary (DFBS) Program achieved lower levels of profit in 2018 compared to 2017 -- for example, for 2018, the rate of return on all assets without appreciation averaged 1.6 percent compared to 4.0 percent in 2017.

Introduction

On February 11, 2019, Jason Karszes and Wayne Knoblauch at Cornell University compiled and released early, state level 2018 DFBS results. The results reported here represent averages for the same 34 New York dairy farms cooperating in 2017 and 2018.

Rates of Production

- Milk sold per cow averaged 25,801 pounds in 2018 compared to 25,815 in 2017.
- Hay dry matter per acre fell from 3.6 to 3.4 tons, while corn silage per acre was unchanged at 18.8 tons.

Income Generation

- Milk receipts net of milk marketing expenses per hundredweight (cwt.) decreased from \$17.41 to \$16.28.
- Milk receipts net of milk marketing expenses per cow fell from \$4,494 in 2017 to \$4,200 in 2018, a decline of 6.5 percent.

Cost Control

- Dairy feed and crop expense per cwt. of milk increased from \$7.12 in 2017 to \$7.26 in 2018, an increase of 2 percent.
- In 2018, total cost of producing a cwt. of milk was \$18.94, an increase of 0.5 percent relative to 2017.

Profitability

- Net farm income without appreciation per cwt. of milk averaged \$0.65 in 2018, a decrease of about 66 percent compared to 2017.
- Rate of return on equity capital without appreciation fell from 4 percent in 2017 to 0 percent in 2018.
- In 2018, the rate of return on all assets without apprecia-

tion was 1.6 percent, a decline of 59 percent relative to 2017.

Final Thoughts

Owners of dairy farm businesses cooperate in Cornell University Cooperative Extension's DFBS Program for the purpose of identifying strengths and weaknesses by comparing their results to results of other cooperators. Are you interested in realizing the benefits of DFBS participation? Call us -- for contact information, please see information at the front of this newsletter.

Articles in recent issues of *Ag Focus* reviewed the topic of farm business summary and analysis. 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 NWNYS 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, livestock, and others.

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RISK MANAGEMENT OPTIONS FOR DAIRIES – AN UPDATE FOR 2019 by Joan Sinclair Petzen

Risk management options for dairy farms continue to evolve to reflect the needs of farm businesses. At present, there are three primary risk management tools dairy managers can consider. Using these tools can protect businesses from the ups and downs in the prices of milk and feed. Livestock Gross Margin Insurance Dairy Cattle, commonly known as **LGM-Dairy**, has been around for a number of years to help producers protect the margin between the price of milk and feed. Dairy Revenue Protection, **Dairy-RP**, a new insurance product, provides protection for unexpected drops in the quarterly milk revenue. The Dairy Margin Coverage Program (**DMC**), the successor to the Margin Protection Program (MPP), provides protection when the national average dairy margin falls below a selected coverage level.

LGM-Dairy provides protection when the actual margin between milk and feed (corn and soybean) futures falls below a guaranteed margin, on the date the coverage was purchased less a deductible chosen by the producer. “LGM-Dairy uses futures prices for corn, soybean meal, and milk to determine the expected gross margin and the actual gross margin.” This product is purchased through a crop insurance agent. New with the recent passage of the farm bill, producers who participate in DCM can also purchase LGM-Dairy coverage and producers who used LGM-Dairy in 2018 will be able to retroactively sign-up for 2018 MPP. There are twelve opportunities to purchase coverage each year and each time coverage can be chosen for up to 11 months in the future.

Dairy-RP was announced in the fall of 2018. Coverage is for unexpected declines in quarterly milk revenue from what was expected when coverage was purchased. Producers have the option of selecting revenue protection based upon either Class III and Class IV prices or component prices. Coverage can be purchased for between 70 and 95 per-

cent of expected revenue in 5 percent increments for any quarter. Premiums subsidy drops from 59% to 44% as the share of revenue covered increased. Once a policy is established with a crop insurance agent, quarterly endorsements can be added on any day the USDA Risk Management Agency publishes prices and validates rates, for up to five nearby quarters. Multiple endorsements can be added for any given quarter.

DCM replaces MPP for 2019. DCM offers expanded margin triggers from \$4.00 to \$9.50 per cwt on the first 5 million pounds. \$8.50, \$9.00 and \$9.50 margin coverage is not available above 5 million pounds. Producers of over 5 million pounds can elect to cover their production over 5 million pounds at a different margin than their first 5 million pounds. It also provides greater flexibility in the share of the producer’s production history they can choose to cover. A producer can choose to cover between 5% and 95% of their production history. The January 2019 margin was announced at \$7.99. With signups projected to begin in June 2019, producers will have the advantage of knowing announced margins for up to 5 months of 2019 before sign-up. Producers will also have the opportunity, at signup, to choose whether they want to sign up only for the current year or for a five year period. A discount in premium of 25% will be offered to those who choose to sign up for the 5-year duration of the program.

Take some time and learn about these options. The Cornell Crop Insurance Education Program has just released a fact sheet describing the similarities and differences between these risk management options: Cornell 2019 Dairy Risk Management Fact Sheet available at: <https://bit.ly/2JfXtBA>. Take some time to review it. Pro-Dairy recently produced a “Focus on Risk Management for Dairy Farmers” webinar that you can view

here:

<https://pro dairy.cals.cornell.edu/webinars/>. Farm Credit East also shared a webinar on Dairy Revenue Protection at: <https://www.farmcrediteast.com/knowledge-exchange/Webinars>

Drs. Andrew Novakovic and Mark Stephenson released a briefing paper on DMC in December that you can access at: <https://bit.ly/2BfM9v6>. In the coming weeks keep an eye out for webinars on the DMC Program as signup details are released. Become informed about these risk management tools and protect your business.

DAIRY RISK MANAGEMENT 2019 Crop Year, New York

| Program | Livestock Gross Margin Insurance Dairy Cattle (LGM-Dairy) | Dairy Margin Coverage Program (DMC) (Formerly MPP) | Dairy Revenue Protection (Dairy-RP) |
|-------------------------|--|--|---|
| You Are Covered For | -Increased feed cost -Decreased milk price | -Increased feed cost -Decreased milk price | -Decrease in milk revenue due to decreased milk prices or production |
| You Are NOT Covered For | -Dairy cattle death -Unexpected decreases in milk production -Unexpected increases in feed cost -Anticipated or multiple-year declines in milk price -Anticipated or multiple-year increases in feed costs | -Dairy cattle death -Unexpected decreases in milk production -Unexpected increases in feed cost -Anticipated or multiple-year declines in milk price -Anticipated or multiple-year increases in feed costs | -Increased feed cost -Production decreases -Uncorrelated with state milk yield -Dairy cattle death -Other loss or damage of any kind |
| You Select | -Percent of production you want covered (0-100%) -Length of coverage (2-11 months) -Deductible (\$0-\$2 per cwt, available in \$0.10 increments) | -If opting for premium coverage: -Percent of production you want covered (5-95%) -Guaranteed margin (\$4.00-\$9.50 per cwt, available in \$0.50 increments) | -Revenue pricing option: The class pricing (combination of Class II & IV) or component pricing (butterfat and protein test levels) -Total milk production protected -Coverage level (70-95%) -Protection factor (100-150%) |
| Eligibility | Can be combined with DMC | Can be combined with LGM-Dairy | Cannot be combined with LGM-Dairy in the same quarter; can be used with DMC |
| Enrollment | Monthly, can enroll for 2-11 months | Life of current farm bill with annual coverage decision; 25% discount on annual premium for 5-year commitment | Quarterly (3 months), up to 15 months out |
| Coverage Limits | Up to 100% of your monthly production with maximum of 240,000 cwt per year | Tier 1 premium pricing applies to first 50,000 cwt; Tier 2 premium pricing applies to additional production | There is no limit on how much milk can be insured, but milk marketings must be at least 85% of covered production |
| Payment Triggers | Actual margin minus deductible is less than the guaranteed margin ¹ | Actual margin for a 1-month period is less than the covered level ² | Quarterly declines revenues due to declines in price (milk or component) or production indexes |
| Basis Risk | Difference between your prices/costs and CME milk prices, CBOT feed prices | Difference between your price/cost and US All Milk Price, weighted feed costs for corn, soybean and alfalfa (as reported by NASS and AMS) | Difference between your prices and CME prices for Class II & Class V milk or CME-implied component prices; Difference between your production and state-indexed milk production |
| Deadline | Last business Friday of each month | Sign-up period expected to open on June 17 for 90 days | Sales for a quarter end 15 days before the beginning of the quarter |
| Coverage Offered By | Insurance agents working with a RMA Approved Insurance Provider (AIP) | Farm Service Agency (FSA) | Insurance agents working with a RMA Approved Insurance Provider (AIP) |

DAIRY RISK MANAGEMENT 2019 Crop Year, New York

¹-Catastrophic coverage is available to all enrollees who have paid their \$100 administrative fee and covers \$5 margins at 90% of established production.
²-Approximately 1,000-1,200 cows
³-Approximately 220-250 cows
⁴-Actual gross margin is calculated from Chicago Mercantile Exchange Group futures contract daily settlement prices, not the prices you receive at the market.
⁵-Actual margins are the difference between the national all milk price and the national average feed cost, as estimated from prices reported by the National Agricultural Statistics Service (NASS) and the Agricultural Marketing Service (AMS).

Livestock Gross Margin Insurance Dairy Cattle (LGM-Dairy)

LGM-Dairy protects producers when the actual dairy margin (milk price - feed cost) falls below the expected margin. Futures market feed and milk prices are used to determine the expected and actual gross margin. Producers do not choose the margin that is guaranteed by the policy.

Dairy Margin Coverage Program (DMC)

DMC is the successor to the Margin Protection Program (MPP). This program makes payments when the national average dairy margin (futures market milk price - futures market feed cost) falls below the guaranteed margin. Unlike LGM-Dairy, the producer is able to decide the margin that is guaranteed (\$4/cwt-\$9.50/cwt). Producers opting for a 5-year commitment will receive a 25% premium discount. Producers who enrolled in LGM-Dairy in 2018 may enroll in 2018 MPP retroactively.

Dairy Revenue Protection (Dairy-RP)

Dairy-RP protects producers against unexpected drops in quarterly revenue from milk sales. The producer can choose the value of the insured milk based on either a combination of Class II and IV milk prices, or a price based on their butterfat and protein test values. A “Protection Factor” can be applied to increase the value of the insured milk. Payouts are based on futures market prices and state or regional-level (state-level in NY) production, as reported by USDA-NASS.

Contact FSA to Learn More (DMC)

Find your nearest FSA office at <https://www.fsa.usda.gov/>

Find an Agent (LGM-Dairy and Dairy-RP)

Ask a neighbor for a recommendation or use the Agent Locator tool at <http://cslr.regsPVVW>

Learn More

Find crop insurance information at <https://agriskmanagement.cornell.edu>

Cornell University delivers crop insurance education in New York State in partnership with the USDA Risk Management Agency. Diversity and Inclusion are a part of Cornell University's heritage. We are an employer and educator recognized for valuing AAEO, Protected Veterans, and Individuals with Disabilities.



BENEFITS OF RED CLOVER IN YOUR PASTURES

by Nancy Glazier



Red Clover is a great legume option to add to dairy or livestock pastures, either as a pure stand, or included in a mix. It tends to be a short-lived perennial, but with a little work its productivity can be high for two or three seasons, including establishment year. It is suited for land with drainage not suited for alfalfa and can be nearly as productive. Cornell Variety Trials for 2018 showed yields averaged 4 tons/acre for red clover seeded May 2016. Yield average was 6.8 T/A for 2017. It is also high in protein, contains less lignin, which helps with quality, when grazed when it is more mature.

I heard Michael Flythe, USDA-Agricultural Research Service Forage-Animal Production Research Unit, Lexington, KY, present at the Northeast Pasture Consortium meeting in February. It is a group of researchers, extension educators, and farmers who discuss pasture-related research topics. He is studying the benefits of red clover. One benefit is it contains an antimicrobial growth promoter which increases rumen productivity of 'good' bacteria. This antimicrobial compound that stopped growth of the hyper ammonia-producing bacteria (HAB) was identified as an isoflavone called biochanin A. This microbial consumption captures some of the harmful ammonia and increases bypass protein, feed efficiency, and production. It also pairs

well with endophyte-infected tall fescue, which is more of a problem in Kentucky than in New York. We are fortunate in NY that we have other pasture grasses to choose from.

Some of the first studies with red clover focused on its phytoestrogen effects and impacts on reproduction. This was long studied in sheep with high levels of red clover in the diet interrupting the estrus cycle. I have heard that pastures of pure red clover can cause virgin dairy heifers to begin milk production, but did not find any research to back this up.

One concern to keep in mind is bloat with high percentage of red clover. I would never put hungry livestock directly into a pure stand of a legume. Wait for the dew to dry off, too. If you have specific questions relating to bloat, give me a call.

For maximizing stand life, start with optimum fertility. Lime the soil to at least a pH of 6.3; a significant yield bump can be seen if raised from 6.0. Make sure the correct *Rhizobium* bacteria is used to inoculate the seed. As a legume, red clover will provide nitrogen to grasses in the pasture, but can remove phosphorous and potassium to levels similar to alfalfa. Variety selection is critical. For a long term stand pick a medium-type variety that is disease resistant and suited to production in New York. Anthracnose stem disease is the biggest disease to select for resistance. Insects, such as clover root curculio, severely damage root systems, which kills the clover by the end of the second year of production.

There is potential for red clover in the region for pasture use. With added effort it will provide a high quality feed. Let me know what success stories you have with it.



The Labor Ready Farmer Project is offering grants to provide up to 12 hours of Technical Assistance (TA) consulting services to farms wanting to make improvements to their farm's processes in hiring, training, managing or evaluating employees. Applicants will choose from one of the following four areas for TA assistance and identify a specific project. If selected they will be matched with a "Smart Farming Team" of consultants who will provide one-on-one technical assistance.

- **HIRING 101 – GETTING OFF TO A GOOD START**
- **ON BOARDING & TRAINING EMPLOYEES QUICKLY AND EFFECTIVELY**
- **FINE-TUNING & IMPROVING THE WORKING ENVIRONMENT**
- **H2-A READINESS**

Please complete this application, (<https://bit.ly/2THvik3>), and send to Nicole Waters, Beginning Farm Project Coordinator for the Cornell Small Farms Program. The form can be submitted by email, mail or in-person at the address listed below. Please feel free to call or email with any questions.

Nicole Waters – Beginning Farmer Project Coordinator

Plant Science Building, Room 15b
Tower Road, Cornell University
Ithaca, NY 14853

Phone: 607-255-9911

Email: nw42@cornell.edu

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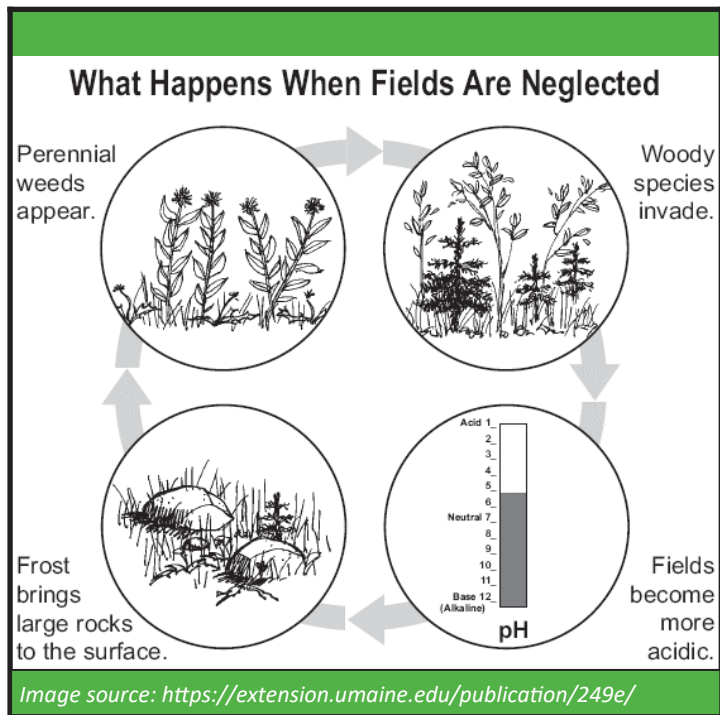


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PASTURE AND HAYFIELD RENOVATION by Jodi Putman

Many horse and land owners want to bring their abandoned or neglected hayfields back into production for quality hay or pasture. Others just want to maintain the fields' production capacity. To do either takes time and attention. Let's briefly go over how to renovate and restore pasture lands.



The renovation process depends on many factors: site characteristics, goals for the site, and the resources available. If the site has been neglected, many woody species begin to invade, perennial weeds become prevalent, soils become more acidic without additions of limestone, and frosting can bring large rocks to the surface.

To begin the renovation process, ask yourself the following questions:

- Is there woody vegetation? Are there trees greater than two inches in diameter?
- What are the present soils? Are there wet or dry sections?
- How rough is the site? Are there rocks or severe ruts that would obstruct a tractor and equipment mowing through the field?
- How quickly do you want the field put back into production? One to two years? Three to four years?
- What equipment is available?

- What will be the eventual use of the field-pasture: exercise lot, hayfield, or crop production?

The first steps in renovation are:

- Get a soil test done to determine fertility and lime requirements. Ask your local Cornell Extension office for the form and box.
- Mow off the field with a rotary mower or "Brush Hog." This will begin to kill many woody plants and reduce the vigor of perennial weeds.

If you have time, regular mowing (3x season) with appropriate liming and fertilization will produce a good field in three to four years. If you want to introduce desirable species into the field, think about frost seeding and no-till seeding. Your Cooperative Extension field crops specialist will be able to offer advice to make either option successful. Tillage operations may be necessary if the field is rough and includes stumps and large rocks. Seedbed preparation will be important for a good stand establishment.

Average custom rates:

- Bush hogging \$ 35-50/ acre.
- Plowing or disking, \$ 19.00/acre.
- Springtooth harrow or cultivating \$ 15.00/acre.
- Seeding (drill or cultipacker) \$ 20.00/acre.
- Broadcast seeding \$ 14.00/acre.
- Fertilizer spreading \$ 11/acre.
- Lime and seed cost - contact local co-op.

Steps to Renovate an Old Hayfield

- Assess the condition of the field, your goals, and your resources.
- Get a soil test.
- Mow field with a rotary mower.
- Lime and fertilize.
- Remove rocks and stumps.
- Till (if necessary) and seed.

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Heavy Spec

2007 PETERBILT 357 CAB & CHASSIS: 350 HP Cummins ISM, Allison Auto.; HauMaxx Susp.; 50,000# F/A; 40,000# Full Locking R/A; 22.5 Tires; 235" WB; 18" Frame Behind Cab; 150" CT; 180,265 Miles; Stk. #5373 - \$54,500

Allison Auto.

2006 PETERBILT 378: 475 HP CAT C15; Jake Brake; 10-Spd. Manual; 208" WB; 12,000# F/A; 46,000# Locking Rears on Chalmers Susp.; Polished Alum. Wheels; Dual Exhaust & Air Cleaners; 738,651 Miles; Stk. #5821 - \$45,900

46K Rears

2006 PETERBILT 378: 475 HP CAT C15; Jake Brake; 10-Spd. Manual; 208" WB; 12,000# F/A; 46,000# Locking Rears on Chalmers Susp.; Polished Alum. Wheels; Dual Exhaust & Air Cleaners; 738,651 Miles; Stk. #5821 - \$45,900

Pre-Emission

2008 MACK GRANITE 600: 485 HP Cummins ISX; Allison Auto.; Tandem Axle; 24.5 Tires (75% Rubber); 238" 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 - \$59,900

Rust Free Water Tanker

2008 MACK GRANITE 600: 485 HP Cummins ISX; Allison Auto.; Tandem Axle; 24.5 Tires (75% Rubber); 238" 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 - \$59,900

Low Mile Luger

2004 MACK GRANITE 600: 485 HP Cummins ISX; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

20K/46K Rears

2006 INTERNATIONAL 4400: 450 HP Cummins ISX; Allison Auto.; Tandem Axle; 24.5 Tires; 238" WB; 20,000# F/A; 46,000# R/A; 46,000# Locking Rears; 108,212 Miles; Stk. #5843 - \$59,900

155,000 Miles

2004 MACK GRANITE 600: 485 HP Cummins ISX; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

44K Lockers

2006 INTERNATIONAL 4400: 450 HP Cummins ISX; Allison Auto.; Tandem Axle; 24.5 Tires; 238" WB; 20,000# F/A; 46,000# R/A; 46,000# Locking Rears; 108,212 Miles; Stk. #5843 - \$59,900

Allison Auto.

2006 INTERNATIONAL 4400: 450 HP Cummins ISX; Allison Auto.; Tandem Axle; 24.5 Tires; 238" WB; 20,000# F/A; 46,000# R/A; 46,000# Locking Rears; 108,212 Miles; Stk. #5843 - \$59,900

Clean, Heavy

2006 INTERNATIONAL 7600: 330 HP Cummins ISM Diesel; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" WB; Double Frame Lugger w/Flatbed; 319,213 Miles; Stk. #5731 - \$37,900

Low Miles

2012 MACK GRANITE 600: 485 HP Cummins ISX; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

Rust Free Dump

2007 MACK GRANITE 600: 485 HP Cummins ISX; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

20K/46K Lockers Chassis

2007 MACK GRANITE 600: 485 HP Cummins ISX; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

Dozens of Mack Dumps!!

1999 MACK R0688S DUMP TRUCK: 400 HP Mack E7; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

30 H. Frame

2002 KENWORTH T800B: 410 HP CAT C12; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" WB; Double Frame Lugger w/Flatbed; 319,213 Miles; Stk. #5731 - \$37,900

18K/46K Rears

2002 KENWORTH T800B: 410 HP CAT C12; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" WB; Double Frame Lugger w/Flatbed; 319,213 Miles; Stk. #5731 - \$37,900

410 HP

2002 KENWORTH T800B: 410 HP CAT C12; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" WB; Double Frame Lugger w/Flatbed; 319,213 Miles; Stk. #5731 - \$37,900

Big Heavy Spec Tanker

2007 MACK CL733 WATER TANK TRUCK: 460 HP Mack A1; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

46K Lockers

2011 KENWORTH W900B DAYCAB: 600 HP Cummins ISX; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

600 HP

2011 KENWORTH W900B DAYCAB: 600 HP Cummins ISX; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

Winch Truck

2007 WESTERN STAR 4900SA WINCH TRUCK: 495 HP Cummins ISX; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

20K/46K Rears

2006 INTERNATIONAL 7600: 330 HP Cummins ISM Diesel; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" WB; Double Frame Lugger w/Flatbed; 319,213 Miles; Stk. #5731 - \$37,900

Allison Auto.

2006 INTERNATIONAL 7600: 330 HP Cummins ISM Diesel; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" WB; Double Frame Lugger w/Flatbed; 319,213 Miles; Stk. #5731 - \$37,900

83,000 Miles

2006 INTERNATIONAL 7600: 330 HP Cummins ISM Diesel; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" WB; Double Frame Lugger w/Flatbed; 319,213 Miles; Stk. #5731 - \$37,900

Chassis Or Dump

2006 PETERBILT 367: 475 HP CAT C15; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

46K Lockers

2005 KENWORTH W900: 335 HP CAT C15; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

106,000 Miles

2005 KENWORTH W900: 335 HP CAT C15; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

CAT 6N2

2001 PETERBILT 367 WINCH/WHEEL FIELD TRUCK: 475 HP CAT C15; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

Planetary Rears

2001 PETERBILT 367 WINCH/WHEEL FIELD TRUCK: 475 HP CAT C15; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

550 HP

2006 KENWORTH 5500B: 550 HP CAT C15; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

20K/50K Rears

2006 KENWORTH 5500B: 550 HP CAT C15; Allison Auto.; Tandem Axle; 24.5 Tires; Steel Wheels; 256" 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" Frame Behind Cab; 184" CT; 186,747 Miles; Stk. #5847 - \$46,900

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» UPCOMING EVENTS

- 4** **CORE Pesticide Applicator Training and Recertification Course**, 8:15 a.m. - 12:15 p.m., Wyoming Co. Ag & Bus Center, 36 Center St. Warsaw. Please pre-register with Cornell Cooperative Extension of Wyoming County for the training session only by calling Don Gasiewicz at 585-786-2251 x113 or emailing him at drg35@cornell.edu. There is a \$20 fee for extension enrollees and a \$30 fee for non-enrollees. Call Don for more info or visit <http://wyoming.cce.cornell.edu/events>
- 8+9** **Herd Health & Nutrition Conference**, Double Tree Inn, 6301 State Route 298, E. Syracuse NY 13057. Presented by PRO-Dairy and Northeast Agribusiness & Feed Alliance. For all the details, go to the website: <https://prodairy.cals.cornell.edu/conferences/herd-health-nutrition/>, or call Heather Darrow 607.255.4478.
- 9** **Worker Protection Standard Training and DEC Special Permit Training in English and Spanish** for non-certified applicators and handlers of federally restricted-use pesticides. 8:30 a.m. Wayne Co CCE English session and 1:00 p.m. Wayne Co CCE Spanish session, 1581 Route 88N, Newark. \$20, pre-registration required. For all the details, call Kim Hazel, 585-798-4265, ext. 26, or visit the NWNY team website: <https://nwnyteam.cce.cornell.edu/event.php?id=860>.
- 10** **Worker Protection Standard Training and DEC Special Permit Training in English and Spanish** for non-certified applicators and handlers of federally restricted-use pesticides. 8:00 a.m. Orleans Co CCE English and Spanish combined session, Fairgrounds Trolley Building, 12690 Route 31, Albion NY 14411. \$20, pre-registration required. For all the details, call Kim Hazel, 585-798-4265, ext. 26, or visit the NWNY team website: <https://nwnyteam.cce.cornell.edu/event.php?id=861>.

MAY 2019

- 4** **100th Anniversary Gala - Wayne Co CCE**, Come join us as we celebrate 100 years and look forward to the next 100 years! Watch your mail for more information soon. BBQ and Band will be there! <http://ccewayne.org/>.
- 4** **Celebrate Spring! Livingston County and Ag Society Fair**, Livingston County Fairgrounds, 319 Leicester Street, Caledonia. <http://livingstoncountyfair.org/>.

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