

North Country Ag Advisor

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Cornell Cooperative Extension North Country Regional Ag Team

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North Country Ag Advisor

Cornell Cooperative Extension of Jefferson, Lewis, St. Lawrence, Franklin, Clinton, and Essex Counties

"The North Country Regional Ag Team is a Cornell Cooperative Extension partnership between Cornell University and the CCE Associations in Jefferson, Lewis, St. Lawrence, Franklin, Clinton, and Essex counties."

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Our Mission

"The North Country Regional Ag Team aims to improve the productivity and viability of agricultural industries, people and communities in Jefferson, Lewis, St. Lawrence, Franklin, Clinton, and Essex Counties by promoting productive, safe, economically and environmentally sustainable management practices, and by providing assistance to industry, government, and other agencies in evaluating the impact of public policies affecting the industry."

Field Crops and Soils Multiple Resistant Marestail has arrived in Northern NY By Michael Hunter

Marestail (a.k.a Horseweed) is a weed that can be found in many crop fields, fallow areas, ditch banks, and along roadsides in NNY. This is a weed that is becoming a big problem for growers in Western and Central New York due to the fact that there are now significant populations of glyphosate- and ALS-resistant marestail in those areas. <u>We now have confirmed resistant marestail populations in</u> <u>Jefferson County.</u> Two fields were discovered in July and two more fields in August. Do not be surprised if more fields are added to this list as we approach harvest. This is a weed that can spread quickly within a field and easily move to neighboring fields.

Tillage practices can influence weed species shifts. Intensive tillage practices will reduce population densities of marestail. Marestail is more commonly found in no-till and reducedtillage systems. For those not familiar with what marestail looks like, see the photo of marestail in a no-till soybean field in NNY (Photos 1 and 2).



Photo 1. Marestail in no-till soybeans

Marestail is a winter or summer annual which reproduces by seed. A mature marestail plant is capable of producing as many as 200,000 seeds. It will germinate in the spring or late summer and fall. Those seeds that germinate in late summer will overwinter as a small rosette of leaves and grow a flowering stem in the early spring. A mature plant is capable of reaching heights of six feet tall. Most notable about marestail is the seeds can easily be dispersed by wind. The seeds are attached to a featherlike structure or pappus, similar to a dandelion. Research studies in the mid-Atlantic Region of the U.S., suggest that once the seeds get into the sky they can easily disperse more than 100 miles.



Photo 2. Mixed population of herbicide resistant and susceptible marestail in Jefferson County August 2019

Resistant marestail can be a problem in corn, soybeans, and wheat. However, it will be most challenging to control in soybeans due to the limited number of effective herbicide options. It will be even a bigger problem in no-till and reduced -tillage soybeans. With resistant marestail populations beginning to show up in NNY we need to take a proactive management approach prior to planting.

Soybean growers must keep in mind that if glyphosate and ALS-resistant marestail is found in glyphosate-tolerant (Roundup Ready) or conventional soybeans <u>there are no</u> <u>effective postemergence herbicide control options for</u> <u>marestail</u>. Knowing that we have resistant marestail present in NNY, a consideration would be to plant Xtend, Enlist, or Liberty Link soybeans which would allow for the use of additional herbicides that could provide effective postemergence control of multiple resistant marestail.

Continued on page 4

To successfully manage marestail in no-till and reduced-tillage cropping systems, it is important to implement control tactics in both the fall and spring prior. Fall management steps include the use of either a cover crop or a burndown herbicide program.

Management options for resistant marestail in the fall:

- Planting a winter cereal cover crop such as rye has proven to be an effective strategy to suppress the growth of marestail. It works best if the cover crop is seeded early enough so that it can provide the necessary biomass to suppress emerging winter annual weeds.
- No-till growers that are not using fall planted cover crops should consider applying a fall burndown herbicide to control emerged marestail. It is especially important to do this if the field will be rotated to soybeans in the spring. Instead of using just glyphosate as the fall burndown program, we should consider including 2,4-D ester in the tank mix. It will still be necessary to use a burndown herbicide prior to planting in the spring.

Management options for resistant marestail in the spring:

- Use tillage prior to planting to control any emerged marestail. Minimum tillage, including a one pass vertical tillage program, is not aggressive enough and will not fully uproot all the marestail plants. More aggressive or intensive tillage is required. If tillage is not used prior to planting, a preplant burndown herbicide alone or tank mixed with a residual herbicide will be necessary.
- Use an effective burndown herbicide program in no-till soybeans. Do not use no-till soybeans in a field with actively growing marestail with the expectation that you will control it later on with a postemergence herbicide.
- Use an effective soil residual herbicide with the preplant burndown program or apply separately just prior to planting. This will include one or more of the following herbicides: flumioxazin (Valor SX or flumioxazin containing products such as Valor XLT, Trivence WDG, Enlite, Envive, Surveil, Panther Pro), Metribuzin (Tricor or metribuzin containing products such as Boundary, Canopy).

Let's be diligent and keep a lookout for potential herbicide resistant populations of marestail in NNY. We need to remain proactive and try to manage herbicide resistant weeds to the best of our abilities. If you are finding higher populations of marestail or are not getting adequate control of this weed please contact Mike Hunter (315-788-8450) or Kitty O'Neil



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Soil Health for Dairy Farms

Distributed at the Soil Health for Dairy Farms Field Day on McKnight Farm in Madrid, NY. 7 August 2019

By Kitty O'Neil

The concept of "soil health" gets a lot of press and emphasis at conferences and field days. The phrase shows up in magazines, it's discussed at farmer meetings and in scholarly articles, research projects are designed to study it and federal programs attempt to promote it. Soil health is a crucial topic and it's well worth all the attention. However, it may also be one of those subjects that seem straight-forward, but then when you stop and think about it or try to explain it to someone else, you suddenly realize you don't really know what the heck it is. It's one of those simple-yet-complicated topics—and it's especially complicated for many dairy farms. Here's a little overview of what soil health is and why you should care about it, and a bit about the extra challenges for dairies.

Soil is a mixture of living and non-living things – sand, silt, clay particles, organic matter, air, water, soluble nutrients, and organisms. The combined effects of these components give soil its important characteristics – pH, nutrient content, erodibility, drainage class, suitability for various uses, plant productivity, and many more. We rely on soils to provide a number of different functions or services to support our lives. College soils courses typically begin by describing the 5 basic functions of soil: 1) natural medium for the growth of plants, 2) regulation and purification of water, 3) recycling organic wastes and nutrients, 4) habitat for soil organisms, and 5) physical support for building and construction (and plants). For crop production, livestock management, gardening, water purification, forest productivity, landscape engineering – everything – we rely on the abilities of soil to carry out these functions. Soil health refers to a soil's capacity to perform these essential functions. Not all soils perform these functions equally well, and how we manage a soil influences its ability to

provide these necessary services. Especially healthy soils perform these functions very well and unhealthy soils do not.

The soil parameters that contribute to overall soil health are numerous. Figure 1 depicts the soil health concept and some important parameters. Some factors that determine soil health are fixed or unchangeable soil features such as topography, soil type, soil texture, local climate, etc. We, as land managers, have quite a bit of influence over soil health and function with



Figure 1. The combination of management and fixed soil characteristics determines soil function and overall health.

management too, however. Depending on our choices of tillage and planting methods, crop rotation sequences, manure applications or other amendments, we can enhance soil health or cause it to deteriorate over time. In fact, many agricultural soils have deteriorated significantly as they've been used for conventional annual row crop production for the past 50 to 150 years. Today, using the range of available production methods, the soil health continuum extends from depleted, poorly-structured, low organic matter soils all the way to well-maintained, biologically-active, and erosion-resistant soils. We have data to show the benefts of no- and reduced-tillage planting methods, cover crops, GPS-directed traffic patterns, and other tools. There is very little data, however, from long-term research trials including typical Northeast soils or dairy farm cropping systems with regular manure applications or a mixture of annual and perennial crops in rotation.

While it's difficult to say exactly where Northeast dairy farms land on the continuum mentioned previously, we do agree that we can't ignore soil health and should prioritize soil health, especially in light of our current changing climate and expectation

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of unstable weather. Spring rains have become more plentiful and intense, when soils are generally frozen, saturated and/or unprotected by plants, so infiltration is reduced and erosion and runoff risks are high. To manage these elevated risks, we need to build and protect soil structure to boost water and air infiltration and protect soil organic matter, and we need to minimize the amount of time a field is without living or dead plant matter protecting the surface. Cover crops and reduced-tillage soil management are two top strategies to address these risks.

Dairy farms have a tougher time implementing cover crops and reduced-tillage cropping methods compared with a typical Midwestern cash crop, corn-soybean farm or a farm with no livestock. We have compaction issues, short growing seasons, late -harvested crops, and manure applications to deal with. We need to get creative. Corn silage harvest leaves no plant residues for soil protection, so a winter cover crop is a clear opportunity for soil health improvement, but corn is one of the latest crops to be harvested, leaving little time for a winter cover crop to establish. Winter temperatures and ice then kill many cover crop options, leaving us with winter rye as the only good option for that late planting window. We probably need to plan crop rotations with cover crops in mind and consider interseeding for better and best cover crop results. Precious few dairy farm fields are not compacted. Our silage trucks, manure tanks, and other heavy, frequent equipment traffic leaves compacted and sometimes rutted soils that we customarily address with occasional tillage. Many dairies now use drag line systems to keep manure tankers off fields. We also like to plant the tiny seeds for alfalfa and alfalfa-grass mixtures into firm and finely prepared seedbeds. This requires tillage...or does it? Some farms are finding workarounds to the tillage requirements for planting. Manure applications may need tillage to avoid runoff risks in the spring and fall, though more and more farms are turning to injection for this purpose. Improved soil structure and infiltration may reduce the need for tillage after light applications of manure and are likely to improve resistance to compaction, but some soil health improvement may be needed to get to that point.

Working in our favor, we have some advantages compared with those Midwestern, short-rotation, 100% annual, no-livestock systems. We have regular additions of organic matter in the form of manure, which helps maintain soil organic matter and soil biology. After a few years of annual row crops, we typically rotate to a few years of perennial alfalfa and grass forages. During this perennial phase, we do not need to till and perennial legume and grass presence restores some soil structure and organic matter too. Trouble is, that's not enough.

Many soils, and farms, that have a long history of frequent intensive tillage and little or no organic matter additions are in declining health and are losing function. They erode more easily, they do not hold water and nutrients as well, their surfaces become crusted, and rainwater runs off the surface and infiltrates less. At the opposite extreme, soils that are never tilled and have regular organic material inputs tend to be extremely healthy and well-functioning. These soils hold more water and nutrients, they resist erosion, they support active soil microbial populations, cycle nutrients efficiently, they allow more rainwater to infiltrate, and lose less to runoff. Most of our Northern NY agricultural soils are somewhere in between these two extremes, and it helps to understand soil health to make good long-term decisions about organic inputs, rotation, and tillage choices. The best case scenario, the best goal, is to let continuous plants and biology restore soil structure and then leave it there, protecting it by avoiding tillage. Sounds simple, no? Of course it isn't that simple to implement. If a field is suspected of being in declining health due to poor structure, compaction, erodibility, and poor nutrient-holding status, improving soil structure and weeks spent under plant cover can be a big part of progressing toward better function and health. If you plan a future for a particular field which includes regular intensive tillage, it's a good idea to also plan for some increased organic inputs in the form of additional manure, cover crop, or main crop residues.

Additional resources:

- 2019 Cornell Guide for Integrated Field Crop Management. 2019. J Thomas-Murphy, ed. Cornell University Cooperative Extension.
- Cornell Soil Health website extensive testing and educational resources. <u>http://soilhealth.cals.cornell.edu/</u>
- USDA NRCS Soil Health website lots of excellent explanation and information. <u>http://www.nrce.usda.gov/wps/portal/nrcs/main/soils/health/</u>

For more information about field crop and soil management, contact your local Cornell Cooperative Extension office or NCRAT Regional Field Crops and Soils Specialists, Mike Hunter and Kitty O'Neil.



Dairy

Sign-up for Dairy Margin Coverage ends this Month

By Lindsay Ferlito

According to the USDA, the Dairy Margin Coverage (DMC) program is "a voluntary risk management program that offers financial protection to dairy producers when the difference between the all milk price and the average feed cost (the margin) falls below a certain dollar amount selected by the producer". The 2019 Dairy Margin Coverage program replaces the Margin Protection Program for Dairy (MPP-Dairy). The DMC provides coverage ranging from \$4 to \$9.50 per cwt for 5% to 95% of a dairy's production. Sign-up for the DMC opened on June 17, 2019 (providing coverage retroactive to January 1, 2019) and it ends on September 20, 2019. So far in 2019, Dairy Margin Coverage payments have already been triggered for several months (at least January, February, March, and April).

For more information on the program, visit the USDA webpage (<u>https://www.fsa.usda.gov/programs-and-services/dairy-margin-coverage-program/index</u>) and use the online tool to see how it could benefit your dairy (<u>fsa.usda.gov/dmc-tool</u>). If you have not yet signed up, talk to your local FSA office, and sign up before the September 20 deadline.

Strengthening Farm Decision-Making and Profitability through Dairy Profit Teams and the Dairy Acceleration Program

By Betsy Hicks, South Central New York Dairy & Field Crops Team

Dairy farms today are faced with difficult decisions that impact their day-to-day operations in both short-term and long-term business viability. During this drawn-out low in milk prices, attention to these decisions can be the difference between a farm being able to cash-flow through the lows, or a farm losing thousands of dollars of equity that was earned during better times.

To help our producers make these decisions, the team has been able to facilitate profitability conversations through two means: The Dairy Acceleration Program and dairy profit teams. The Dairy Acceleration Program (DAP) "is designed to enhance long-term viability of New York dairy farms while maintaining a commitment to environmental stewardship." Funds for business planning are provided through the New York State Department of Agriculture and Markets, and cover 80% of the planning costs. Often, farms that participate in DAP utilize dairy profit teams to make decisions, based on the collective knowledge of the people sitting around the table and the best interests of the dairy. NY Farm Viability Institute (NYFVI) has also put money on the table for dairy farmers to use to start up a dairy profit team, which has been utilized in a number of cases in the region.

Farms that have utilized DAP have used their farm "team" to make decisions surrounding purchase of lines of equipment instead of using custom hire to harvest forage, determining the number of cows the farm should milk for highest profitability, and lowering the cost of production to improve profitability. Decisions around custom heifer boarding, forage harvest, cow health, and labor are all common themes in meetings. Several farms have utilized DAP and profit teams to determine how they should add on and size a new facility, all while keeping in mind the future of the farm's expansion including feed storage, manure storage, and future barn projects. The profitability of the farm and maintaining equity, profitability, and future sustainability is always at the forefront of the meeting.

DAP and profit teams have helped dairies become better record keepers, kept them and their farm team accountable on projects they want to undertake, and provided a way to take some of the mental decision load off of the farm's shoulders. These conversations, prompted by initial dollar investment by DAP and NYFVI, have continued in many cases because of the value the producer sees in using their farm team as a sounding board to help make big decisions. If you are interested in starting a profit team (with or without NYFVI funding) or a DAP project, please contact your North Country Regional Ag Team Dairy Specialist Lindsay Ferlito, <u>LC636@cornell.edu</u> or 607-592-0290.

Casey Havekes, Dairy Specialist, Joins the North Country Regional Ag Team Beginning September 16th!

Welcome Casey Havekes to the North Country Regional Agriculture Team beginning September 16. Casey will be a Dairy Specialist, teaming with Lindsay Ferlito, to provide programs and services to our 6-County NNY region. Casey grew up on her family's dairy farm near Ottawa, Canada. She earned her B.S. in Animal Science from Dalhousie University, her M.S. in Animal Behavior and Welfare from the University of Guelph, and worked as a guide at the Elora Research Station-Dairy Facility during her program tenure. In 2016, she interned at the Miner Institute in Chazy, NY, and worked on several calf management and dairy nutrition research projects. She also has industry experience, having worked for Scothorn Nutrition Ltd. and numerous dairies as a farm assistant. Casey worked on three research projects during her M.S. and was an invited speaker at three national conferences to present her findings. Casey is passionate about the dairy industry and working with producers to help them meet their goals. She makes a great addition to the North Country Regional Ag Team.



Casey will work from the St. Lawrence Cornell Cooperative Extension office in Canton, NY and begins her position on September 16, 2019. She may be contacted after that time on her mobile phone, (315) 955-2059, office phone (315) 379-9192 or via email, cdh238@cornell.edu. Welcome to the North Country, Casey!



DAIRY RISK MANAGEMENT





| 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 prices | | 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 use -Anticipated or multiple-year declines in milk prices -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 (2-10 months) -Deductible (\$0-\$2 per cwt, available in \$0.10 increments) | If opting for premium coverage1: -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 III & 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 2-10 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 ² per year | Tier 1 premium pricing applies to first 50,000 cwt ³ , 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 ⁴ | Actual margin for a 1-month period is less than the covered level ⁵ | 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 III & 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 1,050-1,200 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 III 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://cli.re/gzPVWy

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 AA/EEO, Protected Veterans, and Individuals with Disabilities.



Farm Business

Onboarding Dairy Farm Employees: Safe, Productive, and Engaged from Day One

From Cornell Agricultural Workforce Development

Have you noticed that some farms have had the same employees for years, while others struggle to keep employees? Employee retention can be a challenge in agriculture. Recent research on large dairy farms indicates annual employee turnover rates range from 20 to 80 percent. The first days and weeks on the job set the course for a new farm employee. Given the tight labor market, a successful onboarding program can be an essential tool to help reduce employee turnover, increase employee safety and productivity, and contribute to a farm's success.

New employee onboarding is a management process to bring new employees into the farm business, complete necessary paperwork, equip them with safety and performance knowledge and skills, and make them feel connected to a worthwhile team. Onboarding should focus on the new employee as a person, not just as a worker, and not just on the business.



If an employee has a positive onboarding experience, their likelihood of staying at the place of employment for more than three years is about 69 percent, according to the Society for Human Resources Management. In addition to less turnover, employees are approximately 50 percent more productive and 54 percent more engaged.

Conversely, if an employee is poorly onboarded, this sets employees up for failure. The first impression can be the make or break of whether that employee returns tomorrow or leaves as soon as they can find another job. The onboarding process can help eliminate that experience and serve as a positive experience for the new hire. From the employer perspective, much is gained.

"A successful onboarding process begins with a well-planned orientation, training and compliance, and leads to improvements that benefit both the manager and employees throughout the relationship," said Dr. Richard Stup, Cornell Agricultural Workforce Specialist.

Identified as a priority by New York's Ag Workforce Development Council, Cornell Ag Workforce Development is developing a

new onboarding project that was funded in 2019 by the New York Farm Viability Institute. The project "Safe, Productive, and Engaged from Day One" focuses on developing tools, trainings, and templates to help navigate employment requirements and improve human resource management practices.

Agriculture Workforce Development's "Onboarding Template" helps you quickly develop a complete onboarding program with orientation and training that:

- Ensures compliance with basic regulations and policies.
- Provides clarification on work procedures and expectations, and offers safety training.
- Establishes a workplace culture based on values, philosophies, and traditions.
- Creates connected relationships at work that allow employees to engage and thrive.

An effective onboarding program will:

- 1. Establish a farm culture that is safe, productive, and engaging.
- 2. Set clear, upfront job expectations that employees can fully understand.
- 3. Provide immediate safety training to avoid injuries.
- 4. Promote compliance with all employment regulations.
- 5. Communicate important farm policies and procedures, especially those that may differ from previous employers.
- 6. Overcome language barriers so that everyone can understand each other.
- 7. Increase employee commitment and reduce turnover.
- 8. Provide accessible and realistic support for farm onboarding, even when labor and time are in short supply.

Over the next year, the Cornell Ag Workforce Team will partner with 25 farms to develop onboarding materials, trainings, and methods. If your farm is looking for a way to improve employee retention and increase overall productivity of employees, we are looking for local farms to participate in this project over the next year, with more added in 2020. Please contact your local Cornell Cooperative Extension Educator for more information and a flyer about this exciting program.

Cornell Ag Workforce Development's mission is to help farms and agribusinesses build committed and effective teams who will carry out the important work of feeding the world. We believe that agricultural work can, and should be, engaging and rewarding for everyone involved. Managers can build committed teams by applying the best human resource management practices for the agricultural setting.



Cornell Cooperative Extension St. Lawrence County



Goat Artificial Insemination Workshop

Session 1 - Saturday, October 5 9:30am - 4:30pm Session 2 -Sunday, October 6 9:00am - 12:00pm Extension Learning Farm, Canton Fee: \$25 per session

Session 1 - This all day session includes talks on goat and sheep reproduction anatomy and physiology, synchronizing, preparing for successful artificial insemination, finding frozen semen and getting it to your farm, how to use a semen tank and shipper. Hands-on activities focus on inserting speculums, semen handling, Al gun loading & inseminating does. Lunch included.

Session 2 - Buck collection and semen handling. Hands on buck collection, semen extension and freezing. **Space limited!!!**

Instructors: Dr. James Weber, DVM (Univ. of Maine) and Rene DeLeeuw (former herd manager Coach Farms, Ayers Brook Goat Dairy, Dairy Goat Genetics/Reproduction Consultant

For more information AND to register, go to: stlawrence.cce.cornell.edu or call 315-379-9192



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If you have special needs please contact the office at 315-379-9192. Cornell Cooperative Extension provides equal programming and employment opportunities.



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Office Hours

The Farm Business Management Specialist will be hosting regular "Office Hours" in each county! These give farmers a chance to bring their questions on any of the following topics:

- Accounting
- Financial Statements
- Budgeting
- Business Plans
- Decision Making
- Employee Hiring
- Employee Handbooks
- Human Resources
- Diversification
- Regulation
- Grant Applications
- Project Evaluation
- Book Keeping Systems
- Farm Transition
 Planning
- Retirement Strategies

Please note that all office hours are from 10AM to 3PM. It is not necessary to make an appointment, however, you can by contacting:

Kelsey O'Shea at kio3@cornell.edu or 315-955-2795 Clinton County Dates: Sept 18th Oct 22rd, Nov 5th, & Dec 11th Location: CCE Office 6064 NY-22 Suite 5, Plattsburgh, NY 12901

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Essex County Dates: Sept 17^{th,} Oct 21st, Nov 8th, & Dec 12th Location: Hub on the Hill 545 Middle Road Essex, NY 12936

Jefferson County Dates: Sept 20th, Oct 16th Nov 15th, & Dec 9th Location: CCE Office 203 N Hamilton St Watertown, NY 13601

Lewis County Dates: Sept 19th Oct 15th, Nov 14th, & Dec 10th Location: CCE Office 7395 East Road Lowville, NY 13367

Franklin County Dates: Sept 25th Oct 23th, Nov 13th, & Dec 13th Location: CCE Office 355 W Main St #150 Malone, NY 12953

St Lawrence County Dates: Sept 24th Oct 24th, Nov 12th, & Dec 6th Location: CCE Office 2043B NY-68, Canton, NY 13617 CCE North Country Regional Ag Team 203 North Hamilton Street Watertown, New York 13601

What's Happening in the Ag Community

Harvest Tour, September 14th, see page 7 for more information.

Goat Artificial Insemination Workshop, see page 14 for more information.

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to check with the manufacturer or supplier for the most recent information. Nothing contained in this information should be interpreted as an express or implied endorsement of any particular product, or as criticism of unnamed products. The information we provide is not a substitute for pesticide labeling.