

North Country Ag Advisor

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Cornell Cooperative Extension North Country Regional Ag Team

VOLUME 4 ISSUE 10

North Country Regional Ag Team

Kitty O'Neil, PhD Field Crops & Soils 315-854-1218 kao32@cornell.edu

Casey Havekes Dairy Management 315-955-2059 cdh238@cornell.edu

Kelsey O'Shea Ag Business Management 315-955-2795 kio3@cornell.edu

Michael Hunter Field Crops & Soils 315-788-8450 meh27@cornell.edu

Lindsay Ferlito Dairy Management 607-592-0290 lc636@cornell.edu

Tatum Langworthy Sr. Admin Assistant 315-788-8450 tlm92@cornell.edu

Harvest NY

Lindsey Pashow Ag Business and Marketing 518-569-3073 lep67@cornell.edu

County Ag Educators

Erin Churchill (Jefferson) Betsy Hodge (St. Lawrence) 315-788-8450 efc57@cornell.edu Jake Ledoux (Jefferson) 315-788-8450 jtl224@cornell.edu Carly Summers (Essex) Mellissa Spence (Lewis) 315-376-5270 mms427@cornell.edu Robin Wendell-Zabielowicz (Lewis) 315-376-5270 rw583@cornell.edu Billy Bullock (St. Lawrence)

315-379-9192 wrb93@cornell.edu

315-379-9192 bmf9@cornell.edu Jessica Prosper (Franklin) 518-483-7403 jlr15@cornell.edu

> 518-962-4810 cfs82@cornell.edu

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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> Follow us on Facebook: https://www.facebook.com/ ccennydairyprograms/

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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 Deep Ripping as a Cure for Soil Compaction – What Does the Science Say?

By Kitty O'Neil

Soil compaction is a somewhat invisible yet daunting problem facing most of today's commercial farms. Many of our NNY fields have been farmed for 50-100 years using some combination of heavy machinery, shortened intensive crop rotations, frequent intensive full-width tillage, intensive grazing, and other strategies leading to significant soil compaction present today. Compacted soils are considered 'degraded' because the spatial structure of soil particles is compressed, pore spaces are measurably decreased, water and air infiltration is compromised, and crop performance is reduced. In a yet-unpublished 2018 study, we measured compaction in multiple locations within corn fields across 5 NNY counties and all fields measured had root-restricting compaction (300+ psi) 6 to 18" deep. In a humid climate like NYS, compaction damage on farmland is almost inevitable over years of farming as it's nearly impossible to avoid at least some field traffic and operations in moist or wet soils when compaction is likely.

Soil compaction is the condition of decreased soil porosity, therefore, reversing compaction requires that soil pore spaces be developed, increased, and protected. On many dairy and crop farm fields, the top few inches of soil are only partially degraded and the more serious compaction zone lies in that 'plow pan' - a restrictive layer of compacted soil just below the 6-9" historically-tilled depth. Telltale signs of this compacted layer are water ponding at the surface, uneven crop growth, poor penetration of tillage equipment, and plant roots growing horizontally in response to hard-topenetrate deeper layers. The best ways to reverse compaction and improve porosity (after not causing it in the first place) are: (1) correctly implementing deep vertical tillage ('deep ripping'); (2) building soil organic matter; (3) limiting heavy equipment and livestock traffic; and (4) changing crop rotation to include deep-rooted and perennial crops. On this page, we focus on implementing deep ripping as a remedy to compaction.

As a potential cure to soil compaction, deep ripping, or subsoiling, is a very effective (and expensive) option, but it should not be performed regularly. These deep tillage operations are specific methods that loosen or shatter deeper compacted layers while causing very minor disturbance to surface soil. Occasional subsurface decompaction by deep ripping can be part of transitioning



Water ponding on a compacted corn field in Clinton County, NY, in Spring 2016. Photo credit: K. O'Neil.

from a tilled to an untilled soil and crop management system. Deep ripping is only a benefit, however, when there is a plow pan layer present that restricts root development and drainage. The presence and location of such a layer can be diagnosed with a soil penetrometer tool. Soils with 30% clay or more may shrink-swell enough on their own to remove some compaction. Fields with stones in the surface 2 feet of soil are not good candidates for deep ripping. Under compacted plow pan conditions, deep ripping has been shown to increase yields of legumes and grains, to improve water penetration and drainage, and to improve soil health, rooting depth and plant disease resistance – all compared with no ripping. All these benefits depend upon ripping soil correctly – at the right soil moisture, a slow ground speed, and with the right tine spacing and depth.

Effective shattering or fracturing a compacted plow pan is achieved only when the soil is moderately dry to slightly moist. To use deep ripping correctly, soil must be moist enough to allow penetration of the tillage tines to just an inch or so below the compacted soil layer. The soil should not be too wet or additional damage may occur. If the soil is too wet, it can behave like a plastic, and ripping can cause slicing and smearing, which worsens the compaction problem instead of improving it. These same principles apply to the practice of frost tillage. Here in NNY, we often perform deep ripping in the fall, after corn silage has been harvested. Unfortunately, we often have wet weather and soils during this time.

Continued on Page 4

Ample drainage and drying time is needed to achieve "rippable" soil conditions. The moisture content of the surface soil is important, but so is the moisture content throughout the soil profile down through the compacted subsoil layer.

The fuel requirement and cost of deep ripping can be reduced significantly by using an implement with shallow leading tines in front of deeper ripping tines. This arrangement of tines has also been shown to significantly reduce the size of clods, as a consequence of ripping. Ripping tines with winged shanks and shallow leading tines have been shown to improve the work efficiency (volume of soil loosened per unit of drawbar force) of deep ripping and to decrease cost. Winged shanks deliver a wider band of lifted and shattered soil and a more even disturbance of subsoil. Deep tillage requires in the range of 30 -60 hp per shank and \$20-30 per acre. Ripped soil must be allowed to settle down for at least a couple of weeks before planting, otherwise seeding depth can be difficult to control and seeds may be placed below the preset seeding depth.

Finally, though fields that have been deep ripped often see improved water infiltration and crop response for a couple of years, the effect is typically not permanent. Fractured, opened soils are at risk of re-compaction by machinery traffic and field operations, or by movement of fine soil particles into opened soil pores and fractures. The main point here is that, if the causes of compaction are not reduced or eliminated, soils will return to a compacted, yield-limiting state.

Additional resources:

- 2019 Cornell Guide for Integrated Field Crop Management. 2019. J. Thomas-Murphy, ed. Cornell Univ. Cooperative Extension.
- Cornell Soil Health website extensive testing and educational resources.

http://soilhealth.cals.cornell.edu/

 USDA NRCS Soil Health website – lots of excellent explanation and information. <u>http://www.nrce.usda.gov/wps/portal/nrcs/main/soils/ health/</u>

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

Essex County Dates: Sept 16^{th,} Oct 25st, Nov 8th, & Dec 12th Location: Hub on the Hil 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

Late Season Soybean Disease Showing up in NNY Fields

By Michael Hunter

In recent weeks we have been finding Cercospora Leaf Blight showing up in soybean fields in NNY. While this fungal disease is not considered to be a yield-limiting disease, it is the same pathogen that causes Purple Seed Stain. Cercospora Leaf Blight is a late season leaf disease and the inoculum survives the winter on soybean residues. Warm, wet weather during pod fill provides favorable conditions for this disease to show up in your soybean fields. The symptoms of the leaf blight are purple colored leaves that appear in the late reproductive stages of growth. There are fungicides registered for the control of Cercospora Leaf Blight, but are not recommended for management of this disease in NY. Cultural control of Cercospora Leaf Blight would include good crop rotation, crop residue management, and selecting fields with good drainage. If you are find Cercospora Leaf Blight and Purple Seed Stain in your fields this fall just remember that it is not a yield-limiting disease, but high amounts of purple stained seed could result in grain dockage or rejection.

Upcoming Meeting for Herbicide Resistant Weed Control in NNY

December 6, 2019 10:45am to 12:15pm

Smithville Fire Department 13727 County Route 63 Adams, NY 13605

Herbicide resistant marestail has been found in several fields in NNY. This weed has the potential to quickly spread to other fields and will become a much bigger problem to deal with next spring. Resistant marestail will be most difficult to control in soybeans, but can also be a problem in corn and winter wheat as well. If you are a soybean grower, plan on attending this meeting to learn about effective herbicide resistant weed control strategies and how to deal with resistant marestail on your farm. NYS DEC pesticide credits will be offered. For more information contact Mike Hunter at 315-788-8450 or email meh27@cornell.edu.



Introduction to Sheep & Goats

Wednesday, October 16, 2019

6:30pm – 8:30pm

Cornell Cooperative Extension of Jefferson County 203 North Hamilton St. Watertown, NY 13601

Betsy Hodge from Cornell Cooperative Extension of St. Lawrence County will talk about getting started with small ruminants. This FREE workshop is for those looking for an introduction to both species and the basics of raising them.

Veterans and Military are welcome!

Please register online by following the link below: https://reg.cce.cornell.edu/SheepAndGoats_222



Or call/email Jake Ledoux at 315-788-8450 or jtl224@cornell.edu







WHERE: North Bangor Fire Department 2367 State Route 11, North Bangor, NY 12966

FREE and Open to Public

WHEN: Thursday, October 24,2019

TIME: 12:30PM - 4:00PM

GUEST SPEAKERS:

Paul Hetzler- St. Lawrence County CCE Horticulture & Natural Resources Educator Judson Reid- Senior Extension Associate CCE Vegetable Program

Sponsored By: Franklin County Soil and Water

12:30 pm: Welcome- Guest Speakers & Participants, House Keeping
12:45 pm: Paul Hetzler- Invasive Species: Asian Jumping Earthworm
1:45 pm: Judson Reid- The importance of Soil for Crop Health

- · Healthy crops begin with healthy soil
- How practices influence crops
- Signs you're on the right track
- Physical, Biological, and Chemical parameters of soil
- 2:45 pm: Trouble Shooting- Problems from this year and how to fix it
- 3:15 pm: NRCS- High Tunnel Funding Option through EQUIP
- 3:30 pm: Reminders- Soil and Water Sampling & Upcoming Workshops.

Thank You!

** For more information or to Pre-register please contact Allycia Leach (518) 651-2097**



Cornell Cooperative Extension Cornell Vegetable Program



Dairy

Improved Cow Comfort Linked to Productivity and Profitability By Lindsay Ferlito

You've all heard it before, "happy cows make more milk". Whether you agree with the wording or not, you probably agree with the message; cows that are more comfortable and are free from disease, stress, and injury will make more milk. This is not a new concept, but researchers continue to focus on it to try to better understand what you as a farmer can do on your farm to improve cow comfort and how that can impact productivity and your bottom line.

A group of researchers from across Canada have recently published (in the Journal of Dairy Science) data from projects involving 130 freestall farms (Alberta, Ontario, and Quebec) and 100 tiestall farms (Ontario and Quebec). The goal was to identify associations between on-farm measures of cow comfort, productivity, and profitability. Farms were visited at least once and data was collected for animal-based measures (ie: BCS, lameness, injuries, lying behavior, etc...), management factors (ie: stall cleanliness, stocking density, age at first calving, culling rate, etc...), and profitability measures (ie: margin per cow, margin per kilogram of fat quota, etc...).

On the freestall dairies, the main findings include:

- Higher corrected milk production was associated with fewer cows with knee injuries and dirty flanks, and fewer lame cows.
- Higher margin per cow (calculated over replacement costs) was associated with more stalls having dry bedding, fewer cows with knee injuries, and a lower standard deviation in average lying time.

On the tiestall dairies, the main findings include:

- Higher corrected milk production was associated with higher average lying time and more cows fitting the tie-rail height.
- Higher margin per cow (calculated over replacement costs) was associated with higher average lying time, cleaner stalls, and increased hoof trimming frequency (more than once per year).

Overall, a lot of the factors were related back to stall design and management. Having properly sized stalls that are kept clean and well-bedded will help reduce injuries and lameness and increase lying time, which leads to increased cow



Freestall dairy. Photo credit: L. Ferlito.

comfort, production, and profitability.

Given the extended low milk prices, a lot of dairies have stated that they can't afford to make any big changes, but what is promising is that the changes don't have to be big and costly for you to notice a benefit. North Country research projects have provided great examples of local dairies that have made changes that have resulted in improved cow comfort, including increasing the amount of bedding used, adding more fans and sprinklers to improve lying time, retrofitting stalls to provide more useable space for larger cows, and learning how to identify lame cows earlier to reduce the prevalence and severity of cases. For more information on how to improve cow comfort or have an assessment done on your farm, contact your Regional Dairy Specialist Lindsay Ferlito at 607-592-0290 or lc636@cornell.edu.



Tiestall dairy. Photo credit: L. Ferlito.



2019: Fall Field Work and Bunker Silo Safety and Community Reminder from the OSHA Work Group (NYCAMH, NEDPA, NYFB and Cornell PRO-DAIRY)

A sample of items to cover for pre-harvest preparation and safety meetings:

- Document and retain a record of all safety training with dated sign-in rosters. Discuss farm specific safety concerns and other issues: narrow roads, soft shoulders, main highways, traffic, spilling silage, or tracking mud on roads, etc.
- Review rules of the road, set expectations of professional behavior: no aggressive driving, follow speed limits and other traffic rules, specify best routes and alternatives to reduce neighbor irritation, and beware of complacency - the 22th time at the same stop sign can get boring, but you still need to stop! Recognize that farm consolidation can result in increased truck traffic and this can affect the surrounding community. It is more important than ever to find ways to reduce community impact. What can you do to reduce noise level coming from trucks? Equip with proper muffler systems, limit engine braking usage in residential areas, consider covering loads, and especially when routes run through communities, have equipment on-site to regularly clean road surfaces when mud is tracked out of fields. Section 1220 of the Vehicle and Traffic Law prohibits depositing materials on roadways, including "any nauseous or offensive materials." This law allows a "reasonable or unavoidable deposit of nauseous or offensive matter" when transporting agricultural trucks, machines, or implements, or dairy or domestic animals. The courts have found that it is "sound practice" for a farmer to transport animal waste from one location of his/her farm to another, on public roads, for the purpose of applying it to the land. However, the farm community should exercise responsibility regarding the dropping of mud and manure in the road and remember that everyone benefits from clean and safe roads.
- Though farms are not required by law to cover trucks loaded with farm products, be cautious when transporting uncovered farm products. If something does fly out and cause damage or

injury, you may have other liability even if it is not a technical violation under the cover rules (see § 380-a. of NYS Vehicle and Traffic Law).

- Get a good night's sleep. Tired operators are more likely to make mistakes and especially so when combined with complacency. According to research, most people require eight to nine hours of sleep per night for optimal performance. Too little sleep, especially over consecutive nights, will result in impaired function and significantly reduced reaction time.
- Carry water and snacks and stay hydrated. Take breaks periodically.
- Stay in communication and let others know of hazards when they are observed.
- Stay off cell phones while driving. Hands-free cell use is legal, but can still be a distraction.
- Stay in trucks or equipment when waiting. If personnel must exit, contact other operators.
- If personnel are on the ground, they should never walk out in front of, or behind any machine or truck, without first making eye contact with the operator.
- No extra passengers (unless in training).
- Make sure lighting is adequate for all work performed after sunset.
- Moving poorly marked or lighted equipment at dusk is especially dangerous - use an escort vehicle to reduce risk. Lights can get dirty or muddy with field use, check lights before leaving fields and clean them if necessary.
- All tractors and machinery that travel less than 25 mph on public roads need to have a properly mounted SMV (Slow Moving Vehicle) emblem. SMV emblems need to be clean and not faded, must be mounted in the center of the rear of the machine (or as close to the center as possible), and be 2' to 6' above the road surface. As of June 2019, tractors, self-propelled equipment, and implements that travel between 25 mph and 40

mph must now display a Speed Identification Symbol (SIS) in addition to the SMV emblem. Do not exceed the top rated speed of any towed implements. Manufacturer's documentation of the top rated speed of equipment must be kept in the tractor or self-propelled equipment.

- Completely shut down machinery when clearing debris. Remove and pocket the ignition key so no one can restart if you are not visible. Machinery that is shut down for service can be tagged out at the steering wheel as "Do Not Operate".
- Make sure that staff use the proper personal protective equipment, such as hearing protection in noisy areas.
- Ask farm staff for ideas to improve safety in your operation.

Ensure that all employees who are operating equipment and trucks have the correct licensing requirements to do so. They may need an Endorsement on their license or CDL depending on the weight and type of vehicle. Ensure DOT numbers are up-to-date as well.

Pre harvest:

- Check over trucks and equipment, ensure tires are at proper inflation and have adequate tread, change excessively worn tires, check if all lights are functioning, recheck each day before work starts. Trucks need to be equipped with fire extinguishers and safety triangles or flares.
- Provide fire extinguishers on larger tractors and self-propelled harvesters and be sure all operators know where they are located.
- Make sure road safety features meet the legal requirements.
- Check field entry routes for washouts and culvert problems. Clearly mark entries when road ditches exist adjacent to culverts. Also check road slope and grade to ensure drivers safely turn in and out of fields to decrease any instances of overturned vehicles and equipment.
- Check common routes for road crew activity or other new issues.
- Provide hi-visibility clothing or vests to staff to help prevent run over incidents. Daily, remind drivers, packers and chopper operators to be safe, use safety belts, and take no unnecessary risks. Check for any road weight restrictions and any overweight permits that may be needed. It doesn't hurt to chat with your local highway department about when you may be harvesting and moving on roadways.

Filling:

- If new silage is being added to old silage, mark where the two materials are joined: the joint areas can be very unstable during silage removal and can collapse without warning because the silage will not be interlocked at this point
- Do NOT put new silage on top of existing silage that has a plastic covering in-place; although this may seem in the best interest of forage quality, it can result in excessive hazard of face collapse during feedout. Extra caution is warranted with any activity in these areas.
- Pile height should not exceed the reach of the unloading equipment. Filling staff should be told the target pile height.
- Packing tractor(s) should be ROPS equipped, and operators belted in.
- Rollover hazard is obvious. Side slope steepness is an important safety concern. There are many factors that influence safe operating gradient. Minimize lateral side slopes as much as practical and strive to be less than 6:1 sideslope, and beware of soft spots.
- Safest packing is achieved when driving up and down the pile: some references suggest no more than a 3:1 slope in the direction of travel for this type of operation. As your farm changes, please consider how to size and organize bunker silos so that pile height and slope allow packing equipment to drive safely over all sections of the pile.
- Only the most experienced equipment operators should pack. Provide new packing operators with proper training.
- Due to tip-over hazard, for hydraulic dump bodies, NEVER back up onto the pile to dump, rather dump in pre-designated areas established to avoid truck/packing tractor collisions. Inform all staff that only authorized personnel should be in the silo filling area, extra people should be kept out. Make sure appropriate signage such as "No unauthorized personnel" and "Danger" is posted visibly.

Covering crew:

- Conduct a safety meeting before going up onto the piles.
- Designate those that will work near the edge, and all others stay away!
- Make sure workers are not wearing slick surface shoes.

- Remind workers to watch out for each other and no horseplay on top.
- Long handled tools could be used to push plastic and tires out to the edges on horizontal silos with walls.
- Make sure to examine tires as they are laid out on the bunks as some may have metal sticking through which can be harmful to both humans and cattle. Properly dispose of tires that may pose a safety hazard.

At the end of the day:

Consider having short end-of-day meetings to celebrate work accomplished and review any observed or perceived safety issues.

Thank you to the following members of the OSHA Workgroup for compiling this article: Karl Czymmek, Tonya Van Slyke, Jim Carrabba, Curt Gooch, and Lauren Williams.



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Farm Business "Farm Focused" Sexual Harassment Prevention Training

By Richard Stup, Cornell University

A team of Cornell Cooperative Extension educators recently adapted New York State's model sexual harassment prevention training materials to be more relevant to the farm workplace. NY State DOL reviewed these materials to be sure they meet the content requirements and now they are ready for release. You will find both a presentation that teaches about sexual harassment and set of case studies that illustrate it in more detail. The presentation and case studies are available in English and Spanish and in PowerPoint or video format. You can use the PowerPoints as visual aids if you choose to do the presentation and review the case studies yourself. Or, you can show the video recordings of the presentation and case studies to train your farm employees.

We developed a comprehensive farm sexual harassment prevention resource page on the Cornell Agricultural Workforce Development website. The site contains a step-bystep guide to help a farm business meet New York's requirements for employer sexual harassment prevention policies and training. Find the new resources under Step 5.

A few reminders as you prepare for the training:

- 1. Treat it seriously. You could have someone in your workforce experiencing harassment right now.
- 2. Customize your policy for your farm and put it in place before you do the training.
- 3. Customize the "Sexual Harassment Prevention Poster/ Notice" and distribute copies to your employees at the training.
- 4. Be sure that you include an interactive portion such as a question and answer session, or a brief feedback survey with your employees. You can pause the videos to create opportunities for interactive questions and discussion.
- 5. Document your training activities.
- 6. All New York employers are required to complete the training each year with all employees. The due date for this first time is October 9, 2019.

By Richard Stup, Cornell University. Permission granted to repost, quote, and reprint with author attribution. The post "Farm Focused" Sexual Harassment Prevention Training appeared first on Cornell Agricultural Workforce Development.





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Beginning Producer Benefits for Crop Insurance

By Stephen Hadcock, CCE Capital Area Agriculture and Horticulture Program

A qualifying beginning producer can potentially receive four benefits in the crop insurance program. These benefits are designed to help start your operation. First, a qualifying beginning producer will receive an exemption from paying the administrative fee for catastrophic (CAT) coverage and additional coverage. To learn more about the criteria necessary to qualify as a beginning farmer or rancher and other benefit details, see: https:// www.rma.usda.gov/en/Topics/Beginning-Farmers.

Second, a qualifying beginning producer can receive an additional 10 percentage points of premium subsidy for additional coverage policies with a subsidy premium. Some policies do not have a premium subsidy, in which case the beginning farmer would not qualify for the additional premium subsidy.

Third, a qualifying beginning producer can utilize the actual production history (APH) of a farming operation that producer was previously involved in. To qualify for this option, the beginning producer would have previously been involved in the decision making or physical activities necessary to produce the crop or livestock on the farm.

Fourth, a qualifying beginning producer may utilize 80 percent of an applicable T-yield, instead of the normal 60 percent, as a substitute Yield Adjustment. A T-yield is typically the estimated county yield and is based on yields reported to RMA. It is used by producers who cannot provide the minimum 4 years of actual yield data necessary to establish an APH. A qualifying beginning producer will only receive the benefits of the 80 percent of the applicable T-yield until no longer qualifying for the beginning farmer benefits. When the beginning producer is no longer eligible, then the replacement yield will become 60 percent of the T-yield.

To learn more about the crop insurance in New York state, please visit: agriskmanagement.cornell.edu.

Cornell University delivers crop insurance education in New York State in partnership with the USDA, Risk Management Agency. This material is funded in partnership by USDA, Risk Management Agency, under award number RM18RMETS524C018 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.



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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



This material is based upon work supported by the National Institute of Food and Agriculture, U.S. Department of Agriculture, through the Northeast Sustainable Agriculture Research and Education program under subaward number ONE19-337.

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

Ag Workforce Development Council's Labor Road Show III

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

Featured Speakers:

Charles Palmer- Chuck is a go-to lawyer for complex cases involving OSHA, employment law, labor negotiations, independent contractor and joint employment matters. Clients rely on his years of experience in dealing with state and federal enforcement agencies to develop human resource, safety and environmental policies and practices that prevent problems and save them significant expense.

Joshua Viau- Josh works with a variety of national and local clients including employers in agriculture, manufacturing, construction, hospitality, and retail. He is the former Chair of the Labor and Employment Law Section of the Georgia State Bar and is active in several business groups. Josh has been selected to the *Best Lawyers in America* since 2017, and was recognized as a *Georgia Super Lawyer* since 2015 and *Georgia*

Featured Topics:

- Compliance with Wage and Hour Laws Requirements
- Unions and Collective Bargaining
- The Role of the Supervisor
- Sexual Harassment Prevention- Managing a Sexual Harassment Complaint, Incident, or Situation, Updates to the law, EEOC letters
- Safety Culture
- Compliance Priorities and Enforcement Plans for 2020, NYS Department of Labor
- Dairy Update- FARM Workforce Development Module
- Insurance, Employment Practices Liability, What is available?
- U.S. Census, How to Deal with Census Takers

Ag Workforce Development Council Member Organizations

NEDPA, Cornell Cooperative Extension, Cayuga Marketing, AgriMark, Upstate Niagara, New York Farm Bureau, New York Vegetable Growers Association, New York Animal Ag Coalition, Agri-Placement Services, New York Horticultural Society, Dairy Farmers of America, Farm Credit East Nov. 18th, 2019 Genesee Community College-Batavia Campus One College Road, Batavia, NY Room T119 Lecture Hall, Conable Technology Building

Nov. 19th, 2019 The Lodge at Hidden Valley Animal Adventure 2887 Royce Rd Varysburg, NY

Nov. 20, 2019 Ramada by Wyndham, 21000 NY State Rt 3 Watertown, NY

Nov. 21st, 2019 Hilton Garden Inn Clifton Park, 30 Clifton Country Road, Clifton Park, NY

Nov. 22nd, 2019 Cayuga-Onondaga BOCES, 1879 West Genesee Street Auburn, NY 13201 Conference Rooms 1,2,3

Each day: 8:30AM-4:00PM



<u>Click Here to Register</u> Or call: 315-433-0100, ext. 5595

CCE North Country Regional Ag Team 203 North Hamilton Street Watertown, New York 13601

What's Happening in the Ag Community

Goat Artificial Insemination Workshop, October 5th & 6th, see page 14 for more information

Introduction to Sheep & Goats, October 16th, see page 6 for more information

Getting your Duck\$ in a Row Farm Finance Workshop, 6-part series starting October 18th, Watertown and Lowville

Greenhouse/High Tunnel Workshop Part 2, October 24th, see page 7 for more information

Labor Roadshow, November 20th, Watertown

Herbicide Resistant Weed Control Program, December 6th, see page 5 for more information

Freestall Cow Comfort Program, December 6th

Tiestall Cow Comfort Program, December 9th

St. Lawrence/Franklin County Dairy Day, January 3rd, 2020

Jefferson County Dairy Day, January 17th, 2020, Watertown

Lewis County Dairy Day, January 22nd, 2020, Lowville

Modern On-Farm Preparedness Program, 6-part series starting January 23rd, 2020

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