Cornell University
Cooperative Extension
NWNY Dairy, Livestock & Field Crops Team

NORTHWEST NEW YORK DAIRY, LIVESTOCK & FIELD CROPS TEAM

Ag Focus

New I-9 Form Required May 7

By: Joan Sinclair Petzen

The Department of Homeland Security U.S. Citizenship and Immigration Services (USCIS) issued a new 9-page Form I-9 on March 18, 2013. Effective May 7, 2013, employers must use the new form to document the eligibility for employment of new hires. Section 1, Employee Information and Attestation, of the new Form I-9 must be completed on the first day of employment. The new form is available from the USCIS website: http://www.uscis.gov/I-9Central. An updated "Handbook for Employers – Guidance for Completing I-9" was issued at the same time and is also available from USCIS. Employers may also contact USCIS at 1-800-870-3676 to obtain forms.

Review I-9 Process

Now, with the new form in hand, is a good time for employers to review their employment verification process and record keeping. Incomplete forms and missing data are not tolerated. Since the employment eligibility verification process is very specific, it is wise to have a designated person who is knowledgeable of the process to document the eligibility of all new hires and manage reverification when presented documents expire.

Storing I-9 Forms

Completed I-9 Forms must be retained for 3 years from the date of employment or 1 year from the date of termination of an employee, whichever date is later. It is a good practice to keep all I-9's filed together with active employees' forms in one file and terminated employees' forms in another. It is recommended that I-9 forms be kept separately from other personnel records to facilitate providing

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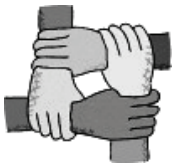

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Cornell Cooperative Extension of

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Niagara•Ontario•Orleans•Seneca
Wayne•Wyoming•Yates

Ag Focus is published Monthly by the
NWNY Team of CCE / PRO-DAIRY

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Mission Statement

The NWNY Dairy, Livestock & Field Crops team will provide lifelong education to the people of the agricultural community to assist them in achieving their goals. Through education programs & opportunities, the NWNY Team seeks to build producers' capacities to:

- Enhance the profitability of their business
- Practice environmental stewardship
- Enhance employee & family well-being in a safe work environment
- Provide safe, healthful agricultural products
- Provide leadership for enhancing relationships between agricultural sector, neighbors & the general public.

Continued from page 1

the forms for inspection if required. Forms must be provided for inspection within three days of the request by a government official. Since the forms contain personal information about employees they should be stored in a manner that safeguards employees' personal information. It is wise to purge your files of any forms whose requirement for keeping on file has expired. A monthly check of the terminated employees' forms file can quite simply accomplish this task.

If an employer chooses to make photocopies of verification documents, which is not required by USCIS, they must be attached to the I-9 and filed with it.

Reverification Required When Presented Documents Expire

Employers are responsible for reverification of employment eligibility when any of the documents provided for verification at employment expire. In Section 2 of the form, Employer or Authorized Representative Review and Verification, expiration dates for all forms used to verify employment eligibility must be noted. It is wise to develop a reminder system for meeting reverification requirements. Perhaps a folder or notebook with monthly tabs for active employee forms and filing I-9's according to date of expiration of documentation could help to both organize documents and provide a reminder of which employees must be reverified each month.

When reverifying employment eligibility the page from the new form (with *Form I-9 03/08/2103 N* in the lower right hand corner of the page) must be used and attached to any original I-9 on file for that employee. A whole new form is not required, just the updated Section 3, Reverification and Rehires.

I-9 Penalties

Civil fines for failing to comply with I-9 requirements range from a minimum of $110 per form to a maximum of $1,100 per form with more severe penalties imposed when there is a pattern or practice of violation.

Summary

Employment verification is serious business and requires an accurate process, an efficient and effective filing system and attention to the documentation and record keeping details. Designate an individual with the skills and knowledge required to develop and maintain a process for keeping your business in compliance with Form I-9 requirements. For detailed information about the requirements straight from the source, check I-9 Central on the Department of Homeland Security's U.S. Citizenship and Immigration Service web site: http://www.uscis.gov/I-9Central or call 1-888-464-4218 to speak with a representative from the service.

Upcoming Webinars:

No More Lame Excuses

May 13
presented by Nigel Cook,
University of Wisconsin Hoard's Dairyman
(https://www1.gotomeeting.com/register/115915536)

Technology Tuesdays:
Building Structures that Last

May 14
Penn State Extension
(http://extension.psu.edu/animals/dairy/health/educational-programs/technology

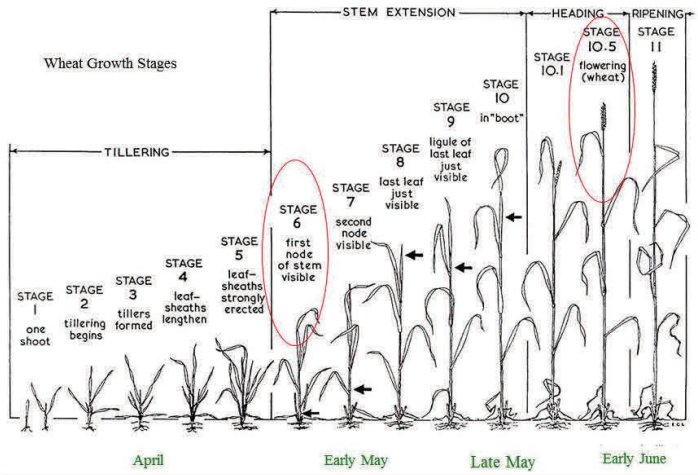
Early Wheat Management and Scouting

By: Mike Stanyard

The past couple of seasons 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 have been out looking at plenty of fields in early April and counting tillers. Most of the fields I checked had between 1350 and 1800 tillers/yd. There are plenty of healthy plants and tillers out there. My recommendation on these fields was to hold off on applying N at green-up and apply it all at jointing. I know it is hard to wait if the current field conditions are perfect for spraying!

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. Wheat takes off quickly at this stage so be diligent and prepared to spray.

Weeds. We continue to encourage the earliest planted fields to be sprayed for winter annual weeds (purple deadnettle, chickweed, chamomile) in late fall. You never know what the weather will be like in the spring and timely weed control can be tricky. Right now the earliest planted fields should have been sprayed for weeds already. Some of the later planted fields may still need to be sprayed. We are still encouraging that you do not mix your herbicide and nitrogen applications and spray separately. The leaf burning can cost use up to 10 bushels and could get worse as temperatures increase.



Fungicides. We have seen that fungicide applications in wheat can really pay off. Our recommendations have been that if you are going to put one fungicide application on, it should be at flowering (stage 10.5). This is mainly to protect against head scab and protect the flag leaf. However, that does not mean we should ignore the plants in the early growth stages. Powdery mildew and leaf rust can move in during the 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. If you applied higher N rates, fungicides are even more important to keep the wheat healthy to prevent lodging.

Insect Scouting. Cereal leaf beetles will be emerging as the weather warms and will be hungry and looking for a host to lay its eggs. Its first choice is usually oats but there may not be enough acres emerged yet and wheat would be its second choice. Economic threshold for insecticide treatment is three or more eggs and larvae per stem before the boot stage. Threshold decreases to one larva per stem after flag leaf emergence.

Most wheat producers have not forgotten about the "Armyworm Invasion" of last year. Armyworms do not overwinter in NY so there no way to determine if they will have a repeat performance. We will be watching for adult flights earlier this year and combing through the lower wheat canopy for small larvae. Remember, armyworms are nocturnal feeders so scouting with a flashlight at night could reveal this daytime hider.

Pop-Up and Starter Fertilizers in Corn and Soybeans

By: Bill Verbeten

May is the start of planting season for most of the corn and soybeans in NWNY. Farmers are moving away from broadcasting fertilizers on these crops and are trying to maximize the fertilizer placed with the seed as pop-up and starter fertilizers. Too much fertilizer will cause damage to the seeds because of salt competing with the seed for moisture. Too little fertilizer will not show a response compared to broadcasting. Additionally, the yield responses to these fertilizer placement methods are very dependent on soil test levels, tillage systems, and weather.

How Much Fertilizer?

The below section discusses the maximum amounts of fertilizer that can be applied in pop-up and starter fertilizers. Many situations on-farm will require LESS FERTILIZER than what is discussed here. Regular soil and tissue testing are necessary to determine what the specific crops needs are for each field.

Pop-Up: Most fertilizers are salts and they compete with corn and soybeans seedlings for water when placed as a pop-up. Maximum applications for pop-up fertilizers are listed in Table 1. Nitrogen and potassium (K2O) fertilizers are the strongest salts, and their combined application amounts need to remain small to avoid salt injury. Dry conditions and sandy soils are more likely to have salt damage to seeds than wet conditions and clay soils. Reduce the nitrogen + K2O rates in Table 1 by half if growing corn and soybeans on sandy soils or if there is below normal rainfall at the time of planting. Additionally no urea, UAN, or ammonium thiosulfate should be used as a pop-up. Phosphorus (P2O5) fertilizers have a lower salt index on average (18.8) than nitrogen (78.3), potassium (58.0), and sulfur (50.5) fertilizers and can be applied in higher amounts as pop-ups. Salt index is a measure of how strongly the fertilizer will affect moisture available to the crop (higher number = more drying effect). Ammonium sulfate (24% S), gypsum (18% S), or potassium sulfate (17% S) should be used for pop-up sulfur applications. Elemental sulfur will not be immediately available for crop needs and should not be used in a pop-up or starter.

Starter: Placing the fertilizer 2 inches below and 2 inches to the side of the seed greatly increases the amount of fertilizer that can be applied to corn and soybeans compared to a pop-up, Table 2. Seven to ten times as much nitrogen plus K2O can be placed with soybeans and corn as a starter compared to a pop-up applications. However there are still upper limits to the amounts of nitrogen and potassium fertilizers that can be placed with corn and soybeans. Drilled soybeans should have fertilizer broadcast as it is nearly impossible to band a starter with most currently available drills. The amount of phosphorous in a starter is generally limited by the nitrogen also in the fertilizer. Exceeding the recommended limits of P2O5 in the starter can cause zinc deficiency. Zinc can also be applied in a starter if soil tests are low, but yield responses generally do not occur above applying 0.5-1.0 lb/acre of actual Zn. Sulfur can be also applied as a starter and total application should not exceed 25 lb/acre as there is usually not a yield response above this level.

Table 1	Maximum Amount to Apply (**lb/acre**)			
Nutrient	Corn *(30 inch rows)*	Soybean *(30 inch rows)*	Soybean *(15-20 inch rows)*	Soybean *(7-8 inch rows)*
Nitrogen + K2O *	10	0	5	10
P2O5 *	30	20	20	20
Sulfur	15	15	15	15

**P2O5 and K2O are how phosphorous and potassium fertilizers are analyzed and recommendations made based on soil tests. 1 lb of P2O5 = 0.44 lb actual phosphorous, 1 lb of K2O = 0.83 lb actual potassium*

Table 2: Starter Fertilizer Application Limits

	Maximum Amount to Apply (**lb/acre**)	
Nutrient	Corn *(30 inch rows)*	Soybean *(30 inch rows)*
Nitrogen + K2O	100	70
Nitrogen	40	20
P2O5	100	100
K2O	60	60
Sulfur	25	25
Zinc	1	0.5

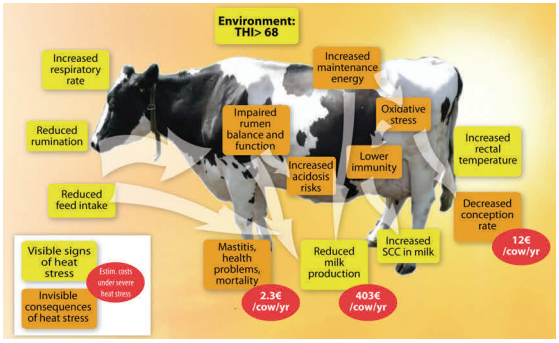
Effects of Tillage Systems and Soil Test Levels

Responses to pop-up and starter fertilizer are very dependent on tillage systems and soil test levels. The yield response to *phosphorus fertilizers* is generally determined by *soil test level* and not tillage system or application method. Despite having little effect on yields, vigorous early season growth of corn and soybeans have been observed when using phosphorus pop-ups and starters compared to broadcast applications. However there is often a yield response to *potassium fertilizers* when applied as *pop-ups, starters, and deep banding* (>6 inches) especially in zone and strip till systems compared to no-till or mulch till systems. Nitrogen applications should be maximized in the pop-ups and starters as nitrogen losses are greatly decreased when placed in the soil, especially for reduced tillage situations. In sandy soils total sulfur applications should be 15-25 lb/acre across all tillage systems based on soil tests. Loam and clay soils are more responsive to sulfur applications of 15-25 lb/acre when using no-till, strip -till, and zone-till systems compared to conventional tillage, even when soil sulfur tests are in the high range. Responses to micro-nutrients are more likely on sandy soils, muck soils, in dry years, in soils with extreme pH levels, low organic matter soils, and soils that have not had manure applications. Use soil tests or tissue tests to determine if a response is likely. **Additional fertilizer is often needed beyond pop-ups and starters to reach yield goals** and should be applied by side-dressing, broadcasting, and/or applying small amounts as foliar solutions.

Cow Cooling

By: Jackson Wright

Now that we are approaching the warmer months of the year, providing cows with adequate heat abatement will become increasingly important. In dairy cows, heat stress can have multiple negative outcomes including rumen acidosis, lameness, mastitis, and transition cow disease all of which can result in decreased milk production. This is because Holsteins are really much better suited to colder climates due to their relatively large body size and rumen, which generates a lot of heat, acting like an onboard heater. As a result temperatures of only 72° F can result in heat stress in dairy cows. During the summer heat stress can decrease milk production up to 50 percent and significantly reduce reproductive proficiency; therefore, it will be important to consider effective cow cooling to maintain milk production efficiency.



On dairy operations the primary methodologies for cooling cows is the combined use of shade, fans, and sprinklers. Many dairy facilities already provide adequate shade; therefore, the focus of this piece will be on the use of fans and sprinklers. When considering effective cow cooling I would suggest using a targeted approach, prioritizing areas on your operation with the greatest need. On most farms the holding area is the most hostile area, making it my top priority for implementing cow cooling. In the holding area cows are often crowded close together which can restrict airflow and being in close proximity can generate heat causing cow body temperatures to increase rapidly. In this area of the barn sprinklers and fans should be used in combination to cool cows to facilitate evaporative cooling. Evaporative cooling is the most effective method for cooling cows because cows do not sweat and sprinkling water on the cow's skin can dissipate a lot of heat from the body as it evaporates, quickly reducing the cow's body temperature. To ensure water is reaching the cow's skin sprinklers should deliver enough water so that the barrel of the cow is almost completely soaked. Sprinklers should be set to cycle "ON" and "OFF". During the "OFF" cycle fans should be positioned to move air over the cow's back to facilitate evaporation. The "OFF" cycle may be just as important as the "ON" cycle because without adequate airflow the holding area can literally turn into a sauna.

The second area of high priority is in transition cow pens. The transition period is a particularly important time period that can have a significant impact on the subsequent lactation. In a freestall setting I tend to place more emphasis on fans than sprinklers because if we are adequately soaking cows in the holding area we should still see some residual benefits of evaporative cooling when the cows return from milking. Secondly, feed line sprinklers (although effective) greatly increase the amount of moisture in the alleys. If provisions are not in place to handle the additional moisture, problems with lameness and manure management can arise. In a freestall setting fans should be strategically placed over productive areas, mainly the stalls and the feedbunk. I would prioritize placing fans over the stalls to encourage cows to lie down during periods of intense heat. This is because during periods of intense heat cows tend to stand more to maximize airflow around their barrels and facilitate cooling. A cows is often reluctant to lie down because air is only able to move across her back when she is in this position. Placing fans over the stalls can increase airflow over the stalls encouraging cows to use the stalls and lie down. This can reduce lameness and increase blood flow to the mammary gland which is associated with increased milk production. If cow cooling continues to be a problem I would purchase fans to place over the feedbunk. This strategy can be used in lactating and treatment pens as well. For more information regarding heat abatement strategies Elanco has a detailed booklet titled "Consequences of Heat Stress" which I highly recommend. Contact Jackson for the booklet.

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(5) 2009 & (2) 2008 MACK GU713 CAB & CHASSIS; Mack MP8 12.8L 485 HP; 18-Spd. Eaton Fuller Manual; Engine Brake; PTO; 8.27 Ratio; 20K F/A; 65K R/A; Camelback Susp.; 252" WB; Triple Frame; 52K and 61K Miles

1998 PETERBILT 357; 330 HP Cummins M11 Diesel; 8LL Trans.; Hendrickson Susp.; 261" WB; 22.5 Tires; Quad Axle; 20,000# F/A; 46,000# R/A; 204,644 Miles; Very Clean Mixer Trucks; Rex 11 Cu. Yd. Mixers w/Booster Axle And (2) Steerable Air Lift Tags; Will Separate Mixers From The Chassis; 21'10" Of Frame Behind The Cab; 168" CT; 286K Miles; 6x4; Stk. #4190 - **$32,900**

(2) 2007 WESTERN STAR 4900; CAT C15 475 HP; 2 Tanks; 18-Spd.; Engine Brake; 4.10 Ratio; 18K F/A; 46K R/A; Air Susp.; 500k Miles; 19'6" Alum. Dump Body; Stk. #4236 & #4237 - $61,500

(2) 2008 PETERBILT 365; CAT C13 9LL Trans.; 105K Miles; Haulmaxx Susp.; Alum./Steel Wheels; 234" WB; Tandem Axle; 20K F/A; 46K R/A; Stk. #3837, #3838 - **$86,900**

(2) 2006 MACK CT713 GRANITE TRI-AXLE DUMP TRUCKS; 400 Mack; Engine Brake; 10-Spd. Manual Trans.; 198" WB; Dual Steering Boxes; Camelback Susp.; 18,000# F/A; 44,000# R/A; 16' Long X 96" Wide x 72" High Steel Dump Body; 325,000 Miles

2005 KENWORTH 4900 w/36" FlatTop Sleeper; CAT C15 475 HP; 18-Spd.; Engine Brake; Haulmaxx Susp.; 4.30 Ratio; 244" WB; 14.6K F/A; 46K Full Lock R/A; 545k Miles; Stk. #3636

1999 INTERNATIONAL PAYSTAR 5000; Cummins 350 HP; 9LL Trans.; Hendrickson HMX460 Susp.; 214" WB; T/A; 20K F/A; 46K R/A; 191K Miles; D.F.; 20' Of Frame Behind Cab; Stk. #3327 - $19,500

2001 WESTERN STAR 5864SS; 410 HP CAT C12; 10-Spd. Manual Trans.; Heavy Spec; Southern Truck; Only 316,580 Miles; 29'4" Total Frame Behind Cab; 204" CT; 266" WB; 20,000# F/A; 46,000# R/A; 17,000# Tag Axle; D/F; Engine Brake; Full Locking Rears; IMT 16,000# II Boom; 24'6" Flatbed; #4292

2000 INTERNATIONAL 5500i w/21' Alum. Dump Body; Cummins N14 460 HP; Eaton Fuller 8LL Trans.; Air Lift 3rd, 4th, & 5th; D.F. Hendrickson HN Series Susp.; 282" WB; 553K Miles

1999 PETERBILT 357 6x6; 370 HP Cummins; 8LL Trans.; 22,000# F/A; 46,000# R/A; Rubber Block Susp.; 212,000 Miles; No Rust Southern Truck - **$36,900**
Also: 2003 Oshkosh 6x6 Available; 115,000 Miles - **$37,500**

2005 FREIGHTLINER FLD12064; 515 HP Detroit 14L Diesel; 18-Spd.; Engine Brake; Air Ride Susp.; 3.91 Ratio; 212" WB; 22.5 Tires; Alum. Wheels; Tandem Axle; 12,350# F/A; 46,000# R/A; 524,846 Miles; Very Clean, Good Running Daycab; 46,000# Locking Rearsl Dual Exhaust & Air Cleaners; 95% Drive Tires; 50% Steer Tires; #4324 - **$47,900**

2000 STERLING LT9513; 3406 CAT Eng. 475 HP; 517,600 Miles; Diesel; 8LL; Eng. Brake; Hendrickson Susp.; 22' Length; Alum. Wheels; 300" WB; Six Axle; 20,000# FA; 46,000# RA; Stk. #4098 - **$53,900**

2001 MACK MR 688S; Mack E7 300 HP; Auto.; 160 Miles; Haulmaxx Susp.; 208" WB; 20K F/A; 46K R/A; D.F.; 20' Of Frame Behind Cab; 6x4; Stk. #3994 - **$36,500**

1990 PACIFIC P512PS; 525 HP CAT 3408 Diesel; 6-Spd. Allison Auto. Trans.; Engine Brake; 20' L x 11' W x 6' H Steel Heated Box; Spring Susp.; 14.00x25 Tires; All Steel Wheels; Tandem Axle; 25,960# F/A; 100,000# R/A; 16,198 Miles; Super Heavy Duty Off-Road Type Dump Truck w/100K Planetary Rears; Runs Great; 21,158 Hours; Triple Frame; #4318 - **$52,900**

2007 MACK GRANITE CT713; AI 460 Mack Engine 460 HP; 299,340 Miles; Diesel; 18-Spd.; Engine Brake; Air Ride Susp.; 4.30 Ratio; 22.5 Tires; Alum. Wheels; 194" WB; Tandem Axle; 18,000# F/A; 46,000# R/A; Stk. #4308 - **$59,900**

2008 LUFKIN ULD-38; 38' x 46" w/Side; 46" Inside Height; Spring Susp.; Steel Composition; 22.5 Tires; Alum. Wheels; Tandem Axle; Frameless; Like New Trailer; Ready For Work; Delivery Available; Stk. #3287 - **$26,500**

2000 FREIGHTLINER FL112; C10 CAT Eng. 300 HP; 170,945 Miles; Diesel; Auto.; Chalmers Susp.; 22.5 Tires; All Steel Whls; 209" WB; T/A; 13,220# FA; 46,000# RA; Stk. #4051 - **$28,900**
Also A 2002 Freightliner Same Specs For - $32,500

1998 KENWORTH T800; 300 HP Cummins L-10 Diesel; 8LL Trans.; Chalmers Susp.; 4.56 Ratio; 222" WB; 22.5 Tires; All Steel Wheels; tandem Axle; 20,000# F/A; 46,000# R/A; 155,995 Miles; Clean, Low Mile Double Frame Cab & Chassis; Heavy Specs; Full Locking Rears; 21'10" Of Frame Behind The Cab; 149" CT; 50% Rubber; Stk. #4180 - **$23,900**

1999 FREIGHTLINER FLC12042ST; 60" Condo Slpr.; N14 cummins Eng. 435 HP; Diesel; 10-Spd. OD; Eng. Brake; Air Ride Susp.; 22.5 Tires; Alum./Steel Whls; 223" WB; T/A; 12K FA; 40K RA; Drive Side: Left Hand Drive; EXPORT Price Shown Stk. #4050 - **$13,500**

2001 KENWORTH T800; 370 HP CAT C12 Diesel; Auto. Trans.; Engine Brake; 15'6" Steel Dump Body (Needs Some Patching); Chalmers Susp.; 4.88 Ratio; 22.5 Tires; Tri-Axle; 18,000# F/A; 46,000# R/A; 309,159 Miles; Good Running Dump Truck w/Auto. Trans.; 18,000# Lift Axle; D/F; We Can Remove Body; 15' Of Frame Behind Cab; #4278 - **$36,900**

2010 WESTERN STAR 4900SA; 14.8L; Detroit Diesel 560 HP; Engine Brake, Eaton Fuller 18-Spd., PTO, 6.75 Ratio; 20K FA; 65K RA; Walking Beam Rear Susp., 219" WB; Dual Vertical Exh., Dual External Air Cleaners; Dual Steering Boxes; Double Frame, 28,159 miles

2006 FREIGHTLINER CL12042ST-COLUMBIA 120; 515 HP Detroit 14L; 13-Spd.; Engine Brake; Air Ride Susp.; 205" WB; 22.5 Tires; All Steel Wheels; Tandem Axle; 14,000# F/A; 46,000# R/A; 470,944 Miles; Very Clean, Good Running Daycab; Heavy Specs; Full Locking Rears; 75% Rubber; Cleanest Truck On Our Lot!; Stk. #4267 - **$49,900**

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FDA Seeks to Change the Regulations on Antibiotic Use

By: Jerry Bertoldo

The U.S. Food and Drug Administration announced on March 6, 2013 a series of five meetings to provide the public with opportunities to discuss and provide feedback related to proposed changes on the use of antibiotics. FDA has a framework for phasing out the production uses (i.e., growth promotion and feed efficiency) of antibiotics. Included in the mix is the question of how over-the-counter products will be made available in the future. FDA is moving towards phasing in veterinary oversight on the procurement and use of certain medically important antimicrobials (antibiotics and sulfa drugs primarily) now not required. This could lead to not having antibiotics available to production agriculture involving any species without the "professional supervision of a licensed veterinarian". The potential ramifications of this are sweeping, touching off a wide range of sentiments depending on your role in production agriculture.

Why is this happening?

The FDA is seeking to develop a strategy that it believes will be successful in reducing antimicrobial resistance while minimizing adverse impacts on animal health and disruption to the animal agricultural industry. The premise remains that antibiotic use in animals is the primary cause of microbial resistance to these products in human medicine. This is in spite of the possibility that the most worrisome resistance may be generated in hospitals and nursing homes utilizing very expensive antibiotics that are generations removed from those used on farm animals. When was the last time you knew of anyone being prescribed plain penicillin or tetracycline for anything let alone a serious condition?

An economic boon to the veterinary profession?

Maybe not. If any and all antibiotics – injectable, oral or feed added – were to be under the direction of a veterinarian, it is possible that all food animal species might be included. A valid veterinary-client-patient-relationship (VCPR) that is necessary for legally prescribing restricted products (not over the counter) might be necessary for anyone to use antibiotics on rabbits, poultry, beef cattle, swine, sheep and goats.

This could even be the case in controlling bee hive problems now addressed by antibiotic use. The FDA states that with a valid VCPR: "The veterinarian has sufficient knowledge of the animal(s) to initiate at least a general or preliminary diagnosis of the medical condition of the animal(s). This means that the veterinarian has recently seen and is personally acquainted with the keeping and care of the animal(s) by virtue of an examination of the animal(s) or by medically appropriate and timely visits to the premises where the animal(s) are kept." This is not an easy standard to keep in the case of pet and hobby barnyard animals. Vets are very attentive to adhering to the VCPR requirements. The person with a few backyard animals may not be too keen on paying to keep a practitioner "personally acquainted" in order to get antibiotics on an occasional basis.

What can you do?

The five public comment meetings mentioned are not anywhere near our region. You can visit http://www.fda.gov/AnimalVeterinary/SafetyHealth/AntimicrobialResistance/JudiciousUseofAntimicrobials/default.htm for more insight. The background information is there, but a bit confusing. Comments may be made to the FDA Docket No. FDA-2012-N-1046 at any time. Submit electronic comments to http://www.regulations.gov by going to the website and typing FDA-2012-N-1046 in the search box and when it takes you to that page, clicking on "Comment Now". Written comments can be submitted by sending them to the Division of Dockets Management (HFA–305), Food and Drug Administration, 5630 Fishers Lane, rm. 1061, Rockville, MD 20852. You must identify comments with the FDA Docket Number #FDA-2012-N-1046. The docket will remain open for written or electronic comments for 60 days following the last of these five meetings. (August 4, 2013)

Beefing Up Dairy Processing Expertise

By: Tristan Zuber, Dairy Processing Ext. Associate, Harvest NY

Milk, cheese, butter, ice cream, yogurt, aseptic milk, whey, protein concentrates and protein isolates dairy processing within New York State is becoming increasingly more innovative and complex and is growing like wildfire. Within the past year, new and existing dairy processors in upstate New York have made well over $600 million worth of investments in building and expansions, creating well over 1000 jobs. Additionally, there has been growth in "value-added processing" on the farm level, where in New York, we have well over 80 on-the-farm processing operations.

With increased government regulations and the growth of dairy processing in New York State, developing a talented pool of food and dairy processing employees is more challenging than ever. In January 2009, President Obama signed the Food Safety Modernization Act, which ramps up FDA's oversight of the food processing industry. Teaching the growing dairy processing sector on complying with existing and new regulations in New York State has been a primary focus of my role in the Harvest New York Program.

Continued on page 14

Pasteurizer Operator Training Program held on Cornell's Campus

NY All Forage Fed Bull Test

By: Nancy Glazier

The New York All Forage Fed Bull Test concluded April 12. This was the initial year with 14 bulls consigned. The purpose of the test was to develop and evaluate the performance and quality of young bulls on an all forage diet. The data generated will help breeders and beef producers identify young bulls that excel in forage-based performance. The idea for a New York test was developed by a group of producers looking for evaluations done.

Barn Manager, Lisa Furman heads out to move bulls.

The bulls were delivered to the Cornell T&R Center in Dryden on December 14. After a one-week adjustment period, the test began December 21. There were some minor illnesses early in the start of the test. This was to be expected with comingling; those sick responded to antibiotic treatment.

By the first weigh date (January 18) the bulls had fully recovered from illness and adjusted well to the environment. The Average Daily Gain (ADG) for the first 28 days was 1.2 lb. Second period (February 15) was 3.5 lb; third (March 15) was 2.6 lb; the last period (April 12) was 1.1 lb. ADG for the 112 days was 2.1 lb. Anticipated gain on a forage diet as this was 1.5 lb. Throughout the test the bulls were fed a high quality dry hay.

Four of the bulls on test are headed to the NYS Heifer and Bull Sale April 26, others are headed back to the home farm or were purchased in a private sale.

For more information, or questions regarding next year's test, contact Nancy Glazier, (585) 315-7746, nig3@cornell.edu or Mike Baker, Cornell Beef Extension Specialist, 607-255-5923, mjb28@cornell.edu.

				21-Dec	12-Apr	12-Apr	12-Apr	12-Apr	12-Apr
OwnName	**Breed**	**Test ID**	**DOB**	**Wt[1]**	**Avg Wt[2]**	**BCS[3]**	**FS**	**pADG[4]**	**cum ADG[5]**
Engh	Devon	1	11/12/2011	828	1073	7.5	3.4	0.6	2.2
Engh	Devon	2	11/17/2011	798	1073	7.5	3.8	0.6	2.5
Chedzoy	Angus	3	5/9/2012	467	686	7	4.1	1.2	2.0
Chedzoy	Angus	4	4/29/2012	556	774	7	4.8	1.3	1.9
Chedzoy	Angus	5	6/9/2012	506	562	5.5	3.8	-1.2	0.5
Chedzoy	Angus	6	5/22/2012	468	682	7	3.1	1.0	1.9
Chedzoy	Angus	7	5/19/2012	412	611	7	3.8	1.2	1.8
Coombe	Angus	8	4/11/2012	592	883	7	4.4	1.8	2.6
Kraszewski	Gelbvieh	9	3/11/2012	870	1128	7	5.7	1.0	2.3
Welytok	Angus	10	4/29/2012	818	1113	6.5	6.7	2.1	2.6
Welytok	Angus	11	5/14/2012	814	1085	7	5.6	2.5	2.4
Welytok	Angus	12	5/27/2012	730	1010	7	6.1	1.9	2.5
Welytok	Angus	13	6/12/2012	680	897	7	5.7	0.2	1.9
Ledoux	Shorthorn	14	6/10/2012	516	784	7	6.0	1.9	2.4
				647	883			1.1	2.1

[1]Initial weight; [2]Averaged weight of April 11 and 12;[3]Body Condition Score;[4]Average Daily Gain for 28-day period;[5]Average Daily Gain for 112-day test.

Setting A Course for the Modern New York Dairy Farm

By: Beth Dahl, WNY Dairy Modernization Specialist, Harvest NY

Strategic planning.

It sounds like something out of Forbes Magazine or the Wall Street Journal; however strategic planning is a process also applicable to today's dairy farm owners, who, among the many hats they wear, are also business owners and managers. Too frequently, it's a hat only worn begrudgingly when completing taxes and paying bills at the end of the month. However, strategic planning should be done proactively, allowing the farmer to prepare for opportunities and develop a clear idea of the direction in which you want your business to head.

Often, the talented dairy farmer must shift from working with the cows or in the fields to working outside their comfort zone, and they may find themselves unprepared, working with the lender or contractor in a knee-jerk reaction to an unexpected opportunity. Having a strategic plan in place ensures that when a family member is ready to join the business, cropland becomes available nearby, or it looks opportune to begin adding cows or building a new facility, the farmer is better prepared and can react more effectively.

The process of plotting a direction for your farm business will be specific to your farm, family and goals, but there are common steps to follow:

Assess where your farm stands today. Analyze what are you doing well and what bottlenecks are hindering performance. Seek input from others involved in your farm business - employees and trusted consultants can help you gain a more complete picture of strengths, weaknesses and opportunities for improvement.

Set goals. Identify what returns you expect from dairy farming and how you want to manage your farm in the future. Involve others with a long-term stake in the farm and put together a picture of how your business must perform to meet all of your needs going forward.

Formulate a strategy. Develop a timeline and identify resources needed for making changes. Prioritize capital investments that need to happen first, and others which are longer-range projects. Enlist the help of consultants or specialists as needed.

Turn your strategy into action. Make the changes identified and move your farm business forward. Keep key people involved in the progress you make.

Evaluate progress often. Determine what data you will collect and how you will measure the effectiveness of changes made to your farm. Remain flexible and prepare for outside influences and other opportunities that may cause you to deviate from or delay your plans.

Preparing yourself and your farm business ahead of time for upcoming changes is likely to make transition smoother by saving time, reducing headaches, and clarifying discussion with other stakeholders. Additionally, strategic planning can help improve the financial outlook of your farm - either by avoiding costly mistakes, or allowing you to benefit from investments to increase income or reduce expenses.

Agricultura

By: Libby Gaige

NEW

e-Newsletter for Employers of Hispanic Dairy workers

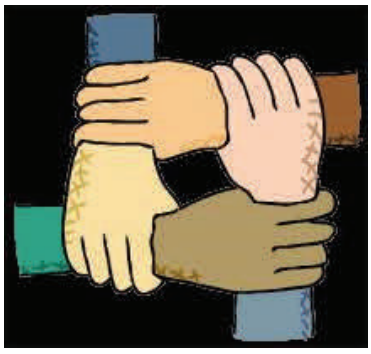
Do you employ Hispanics? Then this new e-newsletter is for you!

In an effort to better serve those who employ Hispanics on their dairy farms, I will begin sending out a quarterly newsletter starting this June. I will continue to cover topics that help you successfully manage your Hispanic employees including:

- Strategies to address cultural concerns
- Ideas for team building across cultures
- Immigration reform updates
- Tips to help you and your employees with language learning
- Dairy articles in Spanish and English to help your employees learn the *why* of everyday tasks
- Management strategies that work for other dairymen

What subjects would you like to see explored in this newsletter? My goal is to provide you with information that is relevant and useful to you, so please share your needs and interests with me.

To receive this e-newsletter, please contact me, Libby Gaige, at geg24@cornell.edu or 607-793-4847. If you don't use email and are interested, let me know and we can get it to you in print.



Continued from page 11

Cornell's Dairy Foods Extension Program recently launched a certificate program to train employees in the areas of fluid milk, fermented milk and cheese processing. The short courses that are required to complete the certificate involve learning the basics in food safety, quality, and processing. In my role with Harvest New York, I have been working on making these programs more accessible to processors within Western New York. An example of this is bringing a Basic Dairy Food Science & Sanitation Course to new employees in Western New York, of which 76% had zero previous experience in dairy food processing. Course participants walked away with a better understanding of what is involved in making safe and high quality food products.

I have also been working with regional economic development councils, community colleges, vocational training programs and RIT to develop other opportunities to train the future employees of the food processing industry. Additionally, the Food Science department at Cornell University is undergoing a massive renovation project that will create a world-class dairy food processing plant and training center that will be transparent to the general public. Teaching and training current and future employees of the food -processing sector will continue to be essential for continued growth and sustainability. For more about Cornell's dairy food's extension program, please see our website: http://foodscience.cornell.edu/cals/foodsci/extension/dairy-foods-extension-programs.cfm

BQA in a Day Workshop

May 18

10:00 a.m. - 3:00 p.m.

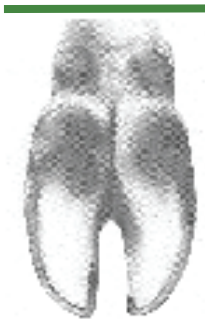
Registration begins at: 9:30 a.m.

Log Cabin Restaurant
2445 West Walworth Rd., Macedon

Includes BQA manual and lunch
Afternoon session will be at a nearby farm.
$30 per person, additional family/farm member $20

Register by: May 14, Class size is limited!!

Contact to register: Judy Glann
315.331.8415 or jmg358@cornell.edu



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May 2013

6 ***Starting a Farm on a Shoestring***, 6:30 p.m. - 8:30 p.m., Riga Town Hall, 6460 Buffalo Rd., Churchville. For more information contact: Nancy, 585.315.7746

18 ***BQA in a Day Workshop***, 10:00 a.m. - 3:00 p.m., Registration: 9:30 a.m., Log Cabin Restaurant, 2445 West Walworth Rd., Macedon, Cost: $30 per person, additional family/farm member: $20. Registration: Judy Glann: 315.331.8415 or jmg358@cornell.edu ***REGISTER by: May 14, Class size is limited!!***

June 2013

6 ***Small Grains Field Day***, 10:00 a.m. - Noon, Registration: 9:30 a.m., Musgrave Research Farm, 1256 Poplar Ridge Rd., Aurora,. DEC credits available.

9 ***Agri-Palooza***, Noon - 4:00 p.m., Dueppengiesser Dairy Company, Butler Road, Perry. Free admission & parking.

30 ***Ag Careers Camp***, 8:30 a.m. - 5:00 p.m., Camp Wyomoco, 2780 Buffalo Rd., Varysburg. Cost: $100 per participant. Registration: 786.2251 or www.campwyomoco.com for an application.

July 2013

9-13 ***Yates County Fair***, Old Route 14A, Penn Yan, Contact: 315.536.3830

15-20 ***Seneca County Fair***, 100 Swift Road (Corner of Swift & North Road), Waterloo, Contact: 315.539.9140

16-20 ***Genesee County Fair***, 5056 E. Main Street, Batavia, Contact: 585.344.2424

16-20 ***Hemlock Fair***, 7370 Water Street, Hemlock, Contact: 585.367.3370

17 ***NY Weed Science Field Day***, 1:00 p.m. - 5:00 p.m., Musgrave Research Farm, 1256 Poplar Ridge Rd., Aurora

23-27 ***Ontario County Fair***, 2820 County Road #47, Canandaigua, Contact: 585.394.4987

24 ***Aurora Farm Field Day***, 9:00 a.m. - 3:00 p.m., Musgrave Research Farm, 1256 Poplar Ridge Road, Aurora