

AG FOCUS



Get Ready for Sick Leave by Libby Eiholzer

In 2020, New York State law changed to require paid sick leave on an annual basis. This includes private sector employers, like farms. The amount and type of sick leave depends on farm size and income, *see the table below*. Employers are required to start offering sick leave on January 1, 2021, but were required to begin accruing hours of sick leave on September 30, 2020. All employees must accrue sick leave at a rate no lower than 1 hour of sick leave per every 30 hours worked. The employer can allow accrual of more sick leave once the minimum threshold is met (either 40 or 56 hours, depending on the business), but this is not required. This policy covers all employees including full time, part time, seasonal, and youth.

Employees can use sick leave for “mental or physical illness, injury or health condition” as well as for safe leave. NYS DOL defines safe leave as when the employee or a member of their family has been the victim of “domestic violence, family offense, sexual offense, stalking, or human trafficking.” These quotes come directly from the NYS Department of Labor, and I would encourage you to read them in full. The safe leave especially is quite detailed and perhaps not what you might expect.

Employees simply need to make a written or oral request to their employer in order to use leave. Employers can choose to require that leave be used in increments, but the increment can’t be greater than 4 hours. Employers can limit the amount of leave that



employees can use in one year to the maximum that the employee can earn in a year (either 40 or 56 hours). Realistically this could mean that an employee maintains a leave balance in excess of what he or she can use within one year. If the employer chooses to set any limitations on the use of leave, employers must notify the employees in writing before they earn leave.

Applying the New Policy on Your Farm

If you already have a policy for sick leave and/or vacation, review it carefully. If your current policy meets or exceeds the requirements of **accrual, carryover and use**, then you should be all set. However, most farms will have to make some adjustments to stay within the law. Here are a few scenarios commonly seen on farm and some things to take into consideration.

(Continued on page 3)

| Number of Employees | Sick Leave Requirements |
|---------------------|---|
| 0-4 | If net income is \$1 million or less in the previous tax year, the employer is required to provide up to 40 hours of unpaid sick leave per calendar year. |
| 0-4 | If net income is greater than \$1 million in the previous tax year, the employer is required to provide up to 40 hours of paid sick leave per calendar year. |
| 5-99 | Up to 40 hours of paid sick leave per calendar year. |
| 100+ | Up to 56 hours of paid sick leave per calendar year. |

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Get Ready for Sick Leave

(Continued from page 1)

Some farms require employees to work for a certain period before earning vacation pay (perhaps six months or a year). However, according to NYS law, employees are now entitled to begin accruing sick leave as soon as they start.

A common policy is to award vacation/sick leave at the beginning of the year (January 1, or at the beginning of another 12-month period). That is an option under the new law, and may be appealing to employers who would rather just award the sick leave rather than keeping track of accruals. However, once given, employers can't later revoke sick leave if the employee works less than expected.

Many farms pay out unused vacation at the end of the year. This is not permitted with the new sick leave policy. Any unused sick leave hours must be rolled over to the next year. NYSDOL explains that this is so employees will have access to leave at the beginning of the year. If pay-

ing out unused vacation is a policy you really want to continue, you could consider keeping sick leave and vacation separate, though it is one more thing to keep track of.

If employers choose to have employees accrue sick leave as it is earned, it will be important to track this regularly and stop accrual of additional sick leave when the minimum accrual for a year is met.

For part-time employees, you will want to either track each time a new 30 hours is reached and award another sick day or provide a prorated amount of sick leave each week until the employee has accrued the amount of leave they are entitled to for the year.

Find full details on the law on the NYSDOL website: <https://www.ny.gov/new-york-paid-sick-leave/new-york-paid-sick-leave>. The FAQ section at the end is particularly helpful in answering questions that you may have.

Additional articles on this topic can be found on the [Ag Workforce Journal](#).

Upcoming Webinars

December 14, 2020 - Noon (CST)

“Improved Methods for Comparing the Economic Value of Feed”

Bill Weiss, The Ohio State University

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

December 20, 2020 - 11:00am (ET)

“Dairy Workforce Focus: Effective Workforce Training”

<https://extension.psu.edu/dairy-workforce-focus-effective-workforce-training>

<https://extension.psu.edu/dairy-workforce-focus-effective-workforce-training>

January 11, 2021 - Noon (CST)

“The Dairy Situation and Outlook for 2021”

Mark Stephenson, University of Wisconsin-Madison

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

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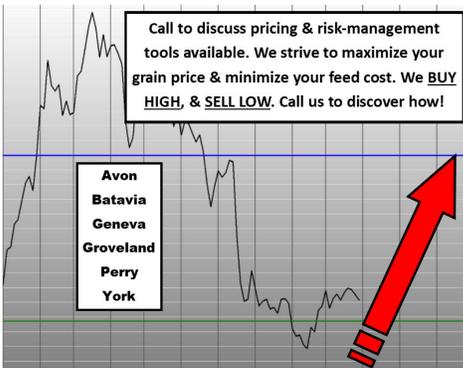
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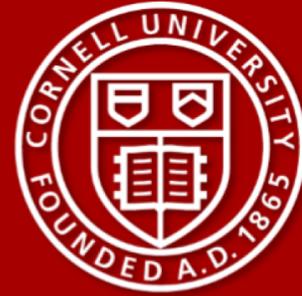
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CCE Regional Ag Teams are excited to offer this NEW calf care series! Join us VIRTUALLY for a 7 week series on critical calf care topics! This series will be offered every Tuesday starting January 5, 2021 at 12:30pm EST.

Our last session on February 16, 2021 will be a LIVE panel discussion with Dr. Fernando Soberon (Standard Nutrition Consultants), Dr. Rodrigo Molano Torres (Valacta), Dr. Laura Rath-Brown (Midstate Veterinary Services), Dr. Jen Walker (Danone North America), and a local NY dairy producer.



Registration:

<https://tinyurl.com/calfcare>

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**January 5, 2021 –
Recognizing & Diagnosing
Disease**

**January 12, 2021 – Dystocia
& Difficult Calvings**

**January 19, 2021 –
Record Keeping &
Economics of Disease**

**January 26, 2021 –
Hydration Status &
Electrolytes**

**February 2, 2021 – Scours &
Nutrition**

**February 9, 2021 – "911 –
My Calf Needs Help!"**

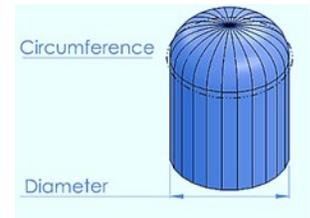
**February 16, 2021 – LIVE
Panel Discussion**

** All sessions
offered online
(via Zoom) at 12:30pm EST**

Storage Capacity by Ali Nafchi

Terms:

- Diameter - distance across a round structure
- Circumference - distance around a round structure
- Pi - Constant with an approximate value of 3.1416
- Density - pounds of grain, forage or liquid contained in one cubic foot of storage space



1. Round Grain Bin or Crib

- Bushels = $\text{Pi} \times \frac{1}{2} \text{ diameter} \times \frac{1}{2} \text{ diameter} \times \text{average depth of grain (all in feet)} \times \text{density}$, or
- Bushels = $(\frac{1}{2} \text{ circumference} / \text{Pi}) \times (\frac{1}{2} \text{ circumference} / \text{Pi}) \times \text{average depth of grain (in feet)} \times \text{Pi} \times \text{density}$
- Average depth of grain = height of grain on the outside wall of the bin plus one-third the height of the grain "cone" (from the top of the grain on the outside wall to the highest tip in the center)
- Density = 0.8 bushels per cubic foot for corn or soybeans
- Density = 0.628 bushels per cubic foot for ear corn

Short versions:

- Bushels = $0.628 \times \text{diameter} \times \text{diameter} \times \text{average depth of grain (in feet)}$ for shelled corn or soybeans
- Bushels = $0.314 \times \text{diameter} \times \text{diameter} \times \text{average depth of grain (in feet)}$ for ear corn

Rectangular Bin or Crib

- Bushels = $\text{width} \times \text{length} \times \text{average depth of grain (all in feet)} \times \text{density}$ (same values as previous)

2. Upright Silo

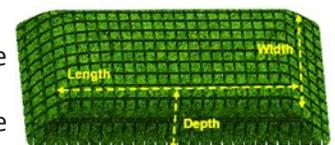
- Bushels = $\text{Pi} \times \frac{1}{2} \text{ diameter} \times \frac{1}{2} \text{ diameter} \times \text{depth of grain (in feet)} \times \text{density} \times (1 - \% \text{ moisture}) / 0.845$, for number 2 shelled corn or ground ear corn
- Tons of dry matter = $\text{Pi} \times \frac{1}{2} \text{ diameter} \times \frac{1}{2} \text{ diameter} \times \text{depth of (in feet)} \times \text{density} / 2,000$, for corn silage or haylage
- Tons of wet silage or haylage = $\text{tons of dry matter} / (1 - \% \text{ moisture})$
- Density = 0.8 bushels per cubic foot for corn or soybeans
- Density = 0.515 bushels per cubic foot for ground ear corn
- Density = $8.0 + (0.15 \times \text{depth of silage (in feet)})$ = tons of dry matter per cubic foot for corn silage (density increases with the depth of the silage)
- Density = $5.90 + (0.1 \times \text{depth of haylage (in feet)})$ = tons of dry matter per cubic foot for haylage (density increases with the depth of the haylage)

Short versions:

- Bushels = $0.7436 \times \text{diameter} \times \text{diameter} \times \text{average depth of grain (in feet)} \times (1 - \% \text{ moisture})$ for shelled corn
- Bushels = $0.4787 \times \text{diameter} \times \text{diameter} \times \text{average depth of grain (in feet)} \times (1 - \% \text{ moisture})$ for ground ear corn
- Tons of dry matter = $0.000393 \times \text{diameter} \times \text{diameter} \times \text{average depth of silage (in feet)} \times (8.0 + (0.15 \times \text{depth}))$ for corn silage
- Tons of dry matter = $0.000393 \times \text{diameter} \times \text{diameter} \times \text{average depth of silage (all in feet)} \times (5.90 + (0.1 \times \text{depth}))$ for haylage
- Tons of wet silage or haylage = $\text{tons of dry matter} / (1 - \% \text{ moisture})$

3. Bunker (Trench) Silo

- Tons of dry matter = $\text{Length} \times \text{width} \times \text{depth of corn silage (in feet)} \times \text{density} / 2,000$
- Density = $7.5 + (0.4 \times \text{depth of silage (in feet)})$ = tons of dry matter per cubic foot for corn silage (density increases with the depth of the silage)
- Density = $5.4 + (0.28 \times \text{depth of haylage (in feet)})$ = tons of dry matter per cubic foot for haylage (density increases with the depth of the haylage)
- Tons of wet silage or haylage = $\text{tons of dry matter} / (1 - \% \text{ moisture})$



4. Stack or Storage Shed, Small Square Bales

- Tons = $\text{length} \times \text{width} \times \text{height (all in feet)} \times \text{density} / 2,000$
- Density = 6 to 8 pounds per cubic foot for hay
- Density = 4 to 5 pounds per cubic foot for straw

5. Large Round Bales

- Pounds = $3.1416 \times (\frac{1}{2} \text{ diameter} / 12) \times (\frac{1}{2} \text{ diameter} / 12) \times (\text{width} / 12)$ (all in inches) $\times \text{density}$

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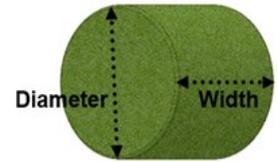
Density = 10 to 12 pounds per cubic foot for hay
Density = 5 to 7 pounds per cubic foot for straw
Density = 9 to 11 pounds per cubic foot for corn stover

Short version:

Pounds = 0.0004545 x diameter x diameter x width (all in inches) x density

6. Large Square Bales

Pounds = (length / 12) x (width / 12) x (height / 12) (all in inches) x density
Density = 10 to 14 pounds per cubic foot for hay
Density = 6 to 8 pounds per cubic foot for straw
Density = 10 to 12 pounds per cubic foot for corn stover



Short version:

Pounds = 0.0005787 x length x width x height (all in inches) x density

7. Water and Fuel Tanks

Cylindrical: Gallons = 3.1416 x ½ diameter x ½ diameter x length (in feet) x 7.5 gallons per cubic foot
Rectangular: Gallons = length x width x height (all in feet) x 7.5 gallons per cubic foot
Weight = gallons x pounds per gallon
Weight = 8.33 pounds per gallon for water
Weight = 7.15 pounds per gallon for diesel fuel (at room temperature)
Weight = 6.15 pounds per gallon for gasoline

References:

Adopted form; Decision Tool C6-82, Storage Capacity for Grains, Forages, and Liquids, File C6-82, William Edwards, September 2015, www.extension.iastate.edu/agdm
American Society of Agricultural and Biological Engineers Yearbook.

An advertisement for Farm Credit East. The top half shows two men, one in a light-colored button-down shirt and one in a plaid shirt, looking at a tablet together in a rural setting. The text "STRONG at the ROOTS" is overlaid in large white letters. Below the image is the Farm Credit East logo and name. A dark banner at the bottom lists services: TAX PLANNING • TAX PREP • ESTATE PLANNING • PAYROLL SERVICES • FARM BUSINESS CONSULTING • BENCHMARKS • APPRAISALS • RECORD-KEEPING. The bottom section contains a message about tax planning due to the COVID-19 pandemic and contact information for Farm Credit East.

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Annual Farm Business Summary and Analysis Season is Right Around the Corner

by John Hanchar and Joan Petzen



Risks and uncertainties characteristic of the current environment for agricultural production, dominated by covid-19 pandemic related concerns, amplify the value of annual farm business summary and analysis for achieving sound financial planning and control.

Summary

- Sound financial planning and control are keys to successfully managing a farm business, including risks and uncertainties faced by the business.
- The next few months present good opportunities to evaluate your business' financial management practices.
- The NWN Dairy, Livestock, and Field Crops Program has the capacity to work with a variety of producers as they seek to improve their business' financial management practices.

Background

Winter months present farm business owners with opportunities to undertake planning efforts for the purpose of improving results. Research suggests that financial management practices, including annual farm business summary and analysis, key components of planning, better position a business for success.

Characteristics of Effective Farm Financial Management

Effective farm financial management emphasizes sound financial planning and control.

Financial planning is using financial information to answer the following questions.

1. "Where is the business now?" Include, "How is the farm business positioned to handle financial adversity, risks, uncertainties?"
2. "Where do you want it to be?"
3. "How will you get the business to where you want it to be?"

Financial planning practices include

- generating financial statements (balance sheet, cash flow statement, and income statement)
- using results to identify strengths and weaknesses, including identifying strategies to mitigate the financial exposure of the business to risk

- developing projections, including those associated with proposed changes to the farm business

Financial control involves measuring financial condition and performance over time to determine whether or not the business is achieving desired results. If not, then ask, "Why not?" to identify and implement needed changes.

As the end of the year draws near, the next few months present good opportunities to examine your business' financial management practices. As a farm business owner, you have financial objectives and goals. These direct your efforts. Do you measure the financial condition of your farm business using the balance sheet? Do you measure financial performance using the cash flow statement and income statement? If you don't measure financial condition and performance, then achieving desired financial results is less likely.

The statement "If you can't, or don't measure it, then you can't manage it" with its emphasis on measuring outcomes underlies the value and need for sound financial management.

Cornell University's Dairy Farm Business Summary (DFBS) Program

- Objectives of the DFBS Program include: provide producers with opportunities to analyze the business' production and financial situation, set future goals, and make sound financial decisions; help managers to better understand the business' ability to handle risks and uncertainties.
- The DFBS also allows producers to compare their business performance to that of other dairy producers.
- The summary and analysis for each farm includes profitability analysis, balance sheet analysis, analyses of annual cash flows and repayment ability, capital and labor efficiency, as well as analyses of the cropping and dairy aspects the business.

The DFBS program is a preferred financial management tool for summary and analysis for dairy farm businesses of all kinds.

Financial Statements for Agriculture (FISA) Program

- FISA is a computer based spreadsheet program that can be used by all types of farm businesses to achieve an objective similar to the one above for the DFBS Program.

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- In practice, FISA's ability to provide peer to peer comparisons is limited.
- The summary and analysis for each farm includes profitability analysis, balance sheet analysis, analyses of annual cash flows and repayment ability, as well as some capital efficiency measures and analysis. The program does not summarize and analyze production aspects of the business.

Farm Business Summary and Analysis with the NWNY Dairy, Livestock, and Field Crops Program

If you are interested in improving your business' ability to practice sound financial management, then please contact us to learn more about some of the tools available and their value and/or to discuss plans for completing a farm business summary and analysis for 2020. Owners of all types of farm businesses are encouraged to contact us. The NWNY Dairy, Livestock, and Field Crops Program has the capacity, using the above tools, to develop valuable farm business summary and analysis. The NWNY team also has the capacity and desire to work with a variety of farm businesses -- dairy (small, medium, and large; conventional; organic; grazing; and others), field crop, livestock, and others.

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Pinkeye in Large and Small Ruminants by Nancy Glazier

I recently listened to a presentation on Pinkeye from Dr. Sandy Stuttgen, Ag Educator from UW-Madison Extension, Madison County. The talk was part of our annual 3-day November ag in-service at Cornell. This year it was virtual, with the silver lining the opportunity to listen to an expert from outside NY.

Winter blindness, winter or summer pinkeye are common ailments of cattle, goats, or sheep. It is an infection of the conjunctiva, the mucous membrane that lines the cornea and inner eyelid. Most cases will resolve on their own; some will resolve causing severe eye damage to the cornea. There is quite a bit of pain associated which will lead to reduced feed and water intake.

Infections start with an irritation from stemmy pasture grasses or weeds, abrasions, aggressive behavior at the bunk or feeder, and other irritations. Ultraviolet irradiation from sunlight can also cause irritation. Face flies can irritate the eyes while feeding. Bringing new animals to the farm can lead to new infections. Mineral deficiencies or immature immune systems are associated with infections. Pinkeye is commonly seen in young animals. White-faced cattle (except Brahman) are more susceptible, too.

The proper name of infections is keratoconjunctivitis. In cattle the primary causative agents are bacteria, either *Moraxilla bovis* or *Moraxilla bovoculi*. *Mycoplasma* or other respiratory pathogens may also cause infections, sometimes viruses. Primary causative agents in sheep and goats are *Clamidia psittaci ovis* or *Mycoplasma conjunctivae*. There are other agents causing infections in all species. Some animals can be asymptomatic or subclinical carriers of infections. If these animals are detected they should be culled from the herd or flock. These organisms can live in sinus passages, respiratory or vaginal passages.

Infected animals should be isolated and moved to shaded areas. This helps reduce pain and also the likelihood of spreading infections to other animals. Treatment options should begin with working with a veterinarian for a diagnosis; injuries can cause similar signs. Other diseases can cause similar symptoms, too. Lab identification of the causative agent is critical for control. Misuse and overuse of some antimicrobial products has led to lower efficacy. Some products require repeat dosing, while other treatments are extra-label and require veterinarian guidance. Pain mitigation is important, as well.

Biosecurity is critical since many causal agents can be zoonotic. Best to wear gloves when treating or handling the animals.

Pathogens identified on farms can vary year to year, so it is best to work with your vet. Vaccines have been developed to treat cattle for *M. bovis* or *M. bovoculi*; pathogen identification is critical to select the correct vaccine, or vaccinate with both products. Boosters may be needed so calculate the time to administer up to 6 weeks prior to peak infection time. As always, read the labels for correct dose, age, and timing.

Fly control can help with control. Ear tags can work well, but make sure you select tags for face flies. Some fly products control biting flies and don't help with face flies. If labels state use two, use two. Make sure labeled for calves and what weight to apply. If you only treat mama, the calf will be bothered by those flies. Also, remove tags prior to winter so there are not sub-therapeutic doses, which leads to resistance.

Make sure livestock have adequate minerals in their diets or available. Selenium in particular, which should be available anyway due to low levels found in NY.

This is a brief overview. Here are some useful resources for more information: Dr. Sandy Stuttgen developed this resource for pinkeye in cattle that was recently updated, found at, <https://livestock.extension.wisc.edu/articles/managing-and-preventing-pinkeye/>.

This document is from the Maryland Small Ruminant page, <https://www.sheepandgoat.com/pinkeye>.



Face flies can be seen on the face of the cow. High numbers can cause irritation and lead to pinkeye infections. Photo: N. Glazier / CCE NWNYS Team

New Podcast from CCE Dairy Educators and PRO-DAIRY “Troubleshooting Herd Health Issues on Your Dairy”



This podcast is a series about troubleshooting herd health issues on dairy farms. It features PRO-DAIRY and CCE Dairy Specialists who over the course of fourteen episodes will discuss specific areas to look at when experiencing issues in different life stages of the dairy cow. Episodes focus on preweaned calves, transition through weaning, heifer phase, calving pen issues, metabolic disorders of the transition cow, specific fresh cow issues, lactating cow issues from mastitis, issues with reproduction, production, feeding behavior and facilities, hoof health and lameness, and problems during the dry period. Some episodes feature guest speakers and case studies, and will be released starting November 30th. Look for a new episode each week on the PRO-DAIRY website (<https://prodairy.cals.cornell.edu/events/podcasts/>) where you can find each episode along with additional resources and speaker contact information. You can also listen via SoundCloud on the CCE Dairy Educators channel, and check back for future podcast series. For more information, contact PRO-DAIRY’s Kathy Barrett (kfb3@cornell.edu) or your CCE Regional Dairy Specialist, Margaret Quassdorff at: maq27@cornell.edu.

2021 Pesticide Training and Recertification Series

| | |
|-----------------------------------|--|
| Date | Tuesdays, February 2, 9, 16, 23, 2021 Exam Tuesday, March 2, 2021 |
| Time | 7:00 pm – 9:30 pm; Exam: 6:00 pm – 10:00 pm |
| Location | Cornell Cooperative Extension-Ontario County, 480 North Main Street, Canandaigua, NY 14424 |
| Cost | \$225.00 for certification which includes the training manuals and all 4 classes. Does not include the \$100.00 exam fee. Recertification is \$40.00/person/class. |
| Contact Info/ Registration | Cornell Cooperative Extension-Ontario County, 585-394-3977 x 427 or x 436 or email nea8@cornell.edu or rw43@cornell.edu Registration form is available on the website at www.cceontario.org |
| Description of Meeting | Anyone interested in obtaining a pesticide certification and meets the DEC (Department of Environmental Conservation) experience / education requirements OR current applicators seeking pesticide recertification credits should attend. 2.5 recertification core credits will be available for each class. Due to COVID-19, each class size is limited to 15 with social distancing and mask wearing required. An Assumption of Risk will also need to be signed each week. |

Expiration of Enforcement Discretion for Extension of Pesticide Applicator Recertification and Business and Agency Registration during the COVID-19 Emergency

On April 7, 2020 the New York State Department of Environmental Conservation (the Department) issued a letter announcing the Department would exercise its enforcement discretion with respect to certain provisions of the 6 NYCRR Part 325 regulations. The Department’s Emergency Declaration expired on September 23, 2020. Therefore, this enforcement discretion will expire on **November 23, 2020**.

Beginning November 24, 2020 certified pesticide applicators will be required to have a valid, current certification identification (ID) card in their possession in order to make any commercial or private applications of pesticides and registered pesticide businesses and agencies will be required to have a current registration to operate as a pesticide business or agency.

Under the regulations, a certified pesticide applicator has until 90 days past their recertification date to complete recertification without additional recertification credits being assessed. Therefore, the Department will continue to waive assessing 6 additional recertification (“penalty”) credits for 90 days past the expiration of the enforcement discretion or until February 23, 2021. Please be aware, during the 90 day period, you may not apply pesticides without a valid certification ID card in your possession. Penalty credits will be required for recertification from February 24, 2021 until two years after the date of the certified pesticide applicator’s original recertification date. For more information visit: <https://www.dec.ny.gov/chemical/298.html>

“It’s Always the Nutritionist’s Fault!”

by Casey Havekes, Betsy Hicks and Margaret Quaassdorff, CCE Regional Dairy Specialists

The information in this article has been condensed. The full article is available at: <https://tinyurl.com/y3h8ho9a>

The role your nutritionist plays in the success of your dairy goes beyond the diet they put together. Ensuring good communication, having a basic understanding of your diet, and knowing what additives are incorporated and why they are added, can improve performance on your dairy. It is equally important to recognize that herd management also plays a critical role in success as nutrition alone will only take your herd so far. Because of this, CCE Dairy Specialists hosted a webinar titled, “It’s Always the Nutritionist’s Fault! Understanding diets and improving communication on your dairy”. In case you missed the live webinar, below is an excerpt from the recap of the main points. You can also watch the recording on YouTube at: <https://tinyurl.com/y3bohjgu>

Additives in the Diet

Feed additives function to correct a ration imbalance, magnify a productive or health response, as well as help mitigate underperforming management. Feed additives can play a variety of roles when incorporated into the diet including energy balance, calcium balance, immune function, rumen enhancement, reproduction efficiency, foot health, protein efficiency, and mycotoxin inhibition. Deciding which feed additives are worth incorporating into the diet is typically a decision guided by your nutritionist.

Regardless, it is important to understand what makes each additive a good choice. We can use “The Four ‘R’ Concept” from Mike Hutjens, Professor Emeritus at the University of Illinois, to help evaluate each additive. The first “R” is *response*; where you can identify the expected performance changes when the additive is included. Is it supposed to increase milk yield or components? Does it have a positive effect on dry matter intake, or more efficient rumen function or growth rates? What about overall animal health? The next “R” is *return*. The additive should have a clear and high benefit-to-cost ratio (>2:1). Some common additives with high benefit-to-cost ratios are anionic salts and similar products (10:1) that are used in DCAD diets to prevent milk fever; biotin (5:1) that promotes hoof integrity; monensin or rumensin (5:1) which improves feed efficiency; yeast culture and yeast (4:1) which has multiple rumen and immune benefits; and rumen protected choline (2:1) to minimize fatty liver in transition cows. In addition, are there other paybacks that are not easily monetized, but have a large



proven positive effect (better herd health)? Speaking of proven effects, the third “R” stands for *research*. For best results only choose feed additives that have unbiased scientific research studies that back up their claims. Your nutritionist should be able to help you find information on this. The final “R” is *results from your farm’s records*. Do you see improvements in herd health, pregnancies, fresh cow performance, growth rates, or production performance? If not, check your records and start keeping track of the numbers so that you can make the best decision.

In addition to Hutjens’, I would also add my own “R”, *right timing*. Think about if an additive makes sense given the amount of cows it is going to, which groups it will benefit, and the time of year. Some additives, like those that aid in starch digestion may be best reserved for times when corn silage is freshly fermented. Certain mineral additives may show the most benefit when heat stress is challenging your cows. Overall, gather info about the product, and ask your nutritionist if you can have the research studies behind it. Work on a partial budget to see what you would have to do for the additive to make sense in the diet, identify the parameters you need to measure to know that it is working...and keep track.

In summary, if you want to take your herd performance to the next level, start by ensuring your goals align with those of your nutritionist. This includes seeking out a better understanding of your diet, and the role of any included additives. Lastly, herd management and the way the diet is fed will have a direct impact on performance, which highlights the importance of *your* role in your farm’s success.

2021 VIRTUAL CORN CONGRESS

January 6 & 7 - 10:00am to Noon

Both sessions will be held virtually on Zoom

January 6, 2021 (10:00am - Noon)

- 10:00 - 10:30 **Pigweed ID Tricks of the Trade: Update on Herbicide Resistance in NY**
Dr. Lynn Sosnoskie, Weed Scientist Cornell University
- 10:30 - 11:00 **Early Season Seed Corn Pests & Seed Treatments**
Jaime Cummings, NYS IPM Program, Cornell University
- 11:00 - 11:30 **Corn Disease Updates: Identification and Management**
Dr. Gary Bergstrom, Plant Pathologist, Cornell University
- 11:30 - 12:00 **Turning Yield Data into Action; How Much Yield Do We Give Up on Headlands?**
Sonoj Shajahan & Dr. Quirine Ketterings, Nutrient Management, Cornell University



January 7, 2021 (10:00am - Noon)

- 10:00 - 11:00 **Keys to Big Corn**
Dr. Tony Vyn, Corn Agronomist, Purdue University
- 11:00 - 11:30 **Importance of Pheromone Trapping for Black Cutworm, Armyworm and Western Bean Cutworm**
Ken Wise, NYS IPM Program, Cornell University
- 11:30 - 12:00 **Are Corn Nematodes Robbing Your Corn Yield?**
Mike Stanyard, Cornell Cooperative Extension, NWNy Team

Pre-Registration will open soon. More information is available at: <https://nwnyteam.cce.cornell.edu/events.php>



DEC Recertification Points & Certified Crop Adviser Credits Available

Please Provide Your Applicator ID Number at Registration and Sign-in



Sponsorship opportunities available at: https://nwnyteam.cce.cornell.edu/sponsorship_new.php



SAVE THE DATE!

2021 Virtual Soybean and Small Grains Congress

February 10 & 11, 2021

10:00am to Noon

Both sessions will be held virtually on Zoom

For more information visit:

<https://nwnyteam.cce.cornell.edu/>

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46K Rears **500 HP**



2016 KENWORTH T880; 500 HP Paccar MX-13; Engine Brake; 18-Spd. Manual; Very Clean Daycab; 18" WB; 13,200# F/A; 46K Full Locking Rears; Air Ride Susp.; 3.91 Ratio; Wetline; 393,011 Miles; Sk. #6311 - \$55,500

Long Van



2016 FREIGHTLINER M2 106 VAN TRUCK; 350 HP Cummins ISL; Allison Auto. 3000H5 Trans.; 28" Oumbody Box w/rollup Door; 14,600# F/A; 40K R/A; AirLiner Susp.; 27" WB; 206" CT; 29" Frame Behind Cab; 5.29 Ratio; Can Separate Box from Chassis; 246,668 Miles; Sk. # 6001 - \$36,500

Low Mile Vac Truck



2015 PETERBILT 348 VAC TRUCK; 330 HP Paccar P19; Allison Auto.; 4,000 Gal. Steel Tank; Massport Pump; 20K F/A; 46K Full Locking Rears; Double Frame; 20K Steerable Lift Axle; 5.57 Ratio; Air Trac Susp.; 240" WB; 19" Frame Behind Cab; 172" CT; 113,138 Miles; Sk. #6324 - \$64,900

Steerable Tag Axle **Pete Tanker**



2011 PETERBILT 37 TANK TRUCK; CAT 475 HP; 18-Spd. Manual; Clean Daycab w/Totals Winch; 20K F/A; 46K Full Locking Rears; 42,000 Gal. Tank w/Full Tank Pump; WILL SELL JUST CHASSIS IS 356K Miles; Sk. #5963 - \$61,900

23.5 Ton Crane



2007 PETERBILT 367 CRANE TRUCK; 430 HP CAT C13; 8LL Manual Trans.; Double Frame; Rexel 814792 23.5 Ton 92" Reach Crane w/4-Outriggers; 36" Bunk; 18" Steel Deck; 20K Front; 40K R/A; Steerable Lift Axle; 216" WB; 103,127 Miles; Sk. #5938 - \$71,600

Nice Packer



2013 WESTERN STAR 4700 GARBAGE PACKER TRUCK; Cummins 335 HP; Allison Automatic; Trans.; Double Frame; w/Pend-Pac 30 Cu. Yd. L/R Side Load Body; 20K F/A; 46K Locking Rears; AirLiner Susp.; 6CM Show; 120,330 Miles; 11,704 Hours; Will Separate Packer from Chassis; 2079" Frame Behind Cab; 164" CT; 132,360 Miles; Sk. #6200 - \$48,900

Heavy Spec Chassis **8,500 Miles!**



2004 WESTERN STAR 6900 XD; Detroit Diesel 430 HP; Allison Auto. Trans. w/P10 Pump & Tank; Triple Frame Cab & Chassis; 20K F/A; 50K Full Locking Rears; Air Ride Suspension; 28" Frame Behind Cab; 168" CT; 259" WB; 8,530 Miles; Sk. #6245 - \$54,500

20K/46K Rears **475 HP**



2007 PETERBILT 367; 475 HP CAT C13; 18-Spd Manual; Clean Daycab w/Totals Winch; 20K F/A; 46K Full Locking Rears; Chalmers Susp.; 224" WB; 496,503 Miles; Sk. #6241 - \$39,900

46K Rears **CAT 6N2**



2003 KENWORTH T800; 475 HP CAT C15 6N2 Turbo; 8LL Manual Trans.; Clean Daycab w/12,800# Front Axle; 46K Rears On Kw B-Bag Air Ride; 4.11 Ratio; 186" WB; Wetline; 447,898 Miles; Sk. #5925 - \$49,900

Heavy Spec Chassis/ Crane



2007 WESTERN STAR 4900 CRANE TRUCK; 430 HP CAT C13; 18-Spd. Manual; Has 2000 Crane; 2-Outriggers; 21'x8'9" Ratted; Double Frame; 20K F/A; 46K Full Locking Rears; AirLiner Susp.; 275" WB; 200" CT; 253" Frame Behind Cab; 4.30 Ratio; Can Separate Crane & Ratted from Chassis; 147,771 Miles; Sk. #6289 - \$40,500

Dozens of Mack Dumps!!



1999 MACK RD688S DUMP TRUCK; 400 HP Mack E7; Engine Brake; 8LL Trans.; Rubber Block Susp.; Tri-Axle; 19" Steel Body; 20,000# F/A; 46,000# R/A; 22.5 Tires; 248" WB; Spike Wheels; EXPORT PRICED!!!; 777,148 Miles; Sk. #632 - \$19,500

Allison Auto. **46K Rears** **500 HP**



2006 WESTERN STAR 4900 DAYCAB; 500 HP Detroit 14L; Allison Auto. Trans.; 14,600# F/A; 46K Full Locking Rears; AirLiner Susp.; 192" WB; 275/80R22.5 Tires; 620,964 Miles; Sk. #6312 - \$36,500

6x6 Flatbed **Low Miles**



2005 PETERBILT 367 6x6; Clean Double Frame; 210" Flatbed Truck; CAT 330 HP; 8LL Trans.; 23K F/A; 46K Full Locking Rears; 456,992.5 Tires; Hendrickson Haulmax Susp.; 3.65 Ratio; 288" WB; 218" CT; 30" Frame Behind Cab; Will Separate Bed from Chassis; 174,188 Miles; Sk. #5701 - \$49,900

268 in. Frame



2004 KENWORTH T800; CAT C15 Single Turbo 435 HP; 10-Spd. Manual; Double Frame; 46K R/A; 16K F/A; Air Lift Axle; 4.33 Axle Ratio; 280" WB; 208" CT; 263" Total Usable Frame; 241,883 Miles; Sk. # 5959 - \$48,250

Heavy Spec Chassis **22 ft. Frame**



2005 PETERBILT 367 CAB & CHASSIS; Cummins 370 HP; Engine Brake; 8LL Manual Trans.; Quad-Axle w/Double Frame; 19K F/A; 44K Full Locking Rears; 12" 11K Steerable Lift Axles; Air Trac Susp.; 22" Frame Behind Cab; 212" CT; 302,500 Miles; Sk. #5831 - \$43,500

Allison Auto. Dump **485 HP**



2008 PETERBILT 367; Cummins ISX 485HP; Allison Auto Trans.; Clean Single Frame Dump Truck w/15" Steel Body w/3' Sides and 1' Sideboards; Top; 14,300# F/A; 46K Locking Rears on Air Trac Susp.; 234" WB; Plumber for Pup Trailer; Engine Had Complete Rebuild (Paperwork include-d); 383,992 Miles; Sk. #6264 - \$62,900

Heavy Spec Chassis **460 HP**



2002 MACK CL713; 460 HP Mack E7; 18-Spd.; Double Frame Cab & Chassis; 20K F/A; 46K Rears; 232" WB; 246" Frame Behind Cab; 206" CT; PTO; Good Rubber; Mack Air Ride Susp.; 393,234 Miles; 17,680 Hours; Sk. #5909 - \$32,500

Will Separate



2011 AUTOCAR AC264 GARBAGE TRUCK; 350 HP Cummins ISL; Allison Automatic; Shur-Pak 24 Cu. Yd. Side Load Packer; Double Frame; L/R & R/R Drives; 20,000# F/A; 44,000# R/A; Will Separate Packer from Chassis; 22" of Frame; 70,022 Miles; Sk. #6239 - \$29,900

Qty. of Mechanical Engine Macks



1997 MACK CH613; Mack E7 300 HP Mechanical Engine; 6-Spd. Maxtorque Trans.; Clean Daycab w/183" WB; 12K F/A; 40K R/A; Spring Susp.; Sk. #5275/6278 - \$16,500

20K/46K Axles **Allison Auto. Chassis**



2005 PETERBILT 367; CAT 305 HP; Allison Auto.; Clean Cab & Chassis; 20K F/A; 46K Rears on Haulmax Susp.; 17" Frame Behind Cab; 140" CT; 216" WB; New Drive Tires; 125,917 Miles; Sk. #4894 - \$59,000

Heavy Spec Chassis **31,500 Miles!!**



2009 KENWORTH T800 CAB & CHASSIS; CAT 360 HP; Engine Brake; 10-Spd. Manual; 4.63 Ratio; Double Frame; 20K F/A; 46K Full Locking Rears; 20K Rear Lift Axle; Hendrickson Spring Susp.; 265" WB; 28" Frame Behind Cab; 186" CT; 7,345 Hours; 31,520 Miles; Sk. #6253 - \$58,500

20K/46K Rears **Allison Auto.**



2003 KENWORTH W900; 320 HP Cummins ISM; Allison Auto.; Clean, Low Mile Cab & Chassis w/20,000# Front Axle; (2) 11,000# Steerable Lift Axles; 44,000# Full Locking Rears On Chalmers Susp.; 5.40 Ratio; 250" WB; 21" Frame Behind Cab; 156" CT; Muffler Takes Up 12" Behind Cab; Sk. #6016 - \$49,900

Heavy Spec Chassis **119,700 Miles**



2004 KENWORTH W900; 335 HP CAT C10 Engine; 8LL Trans.; Cab & Chassis; 20K F/A; 46K Full Locking Rears; 252" WB; 21" Frame Behind Cab; 150" CT; 4.89 Ratio; Haulmax Susp.; 118,703 Miles; Sk. #6075 - \$29,900

6x6 Crane **Cummins N14**



2001 INTERNATIONAL 5600 6x6 CRANE; 435 HP Cummins N14; 10-Spd. Manual; Double Frame; Pritman Hydro-Lift HL1580 7-Ton 65" Crane; 4-Outriggers; 20'x8'6" Ratted; 20K F/A; 46K R/A; Hendrickson HVI Susp.; 244" WB; 134" CT; 25.3" Frame Behind Cab; 158,174 Miles; Sk. #6299 - \$49,900

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>> UPCOMING EVENTS <<



DECEMBER 2020

Thinking of Starting a Red Meat Packing Plant in NYS? - Wednesday, Dec 9, 2020, Noon - 1:30pm

2020 has been a challenging year for livestock farmers and red meat packers in NY. With many packers already booked solidly for 2021, livestock farmers are feeling panicked about how to get their animals harvested in a timely way. This has driven unprecedented interest in opening new slaughterhouse facilities in the state. But anyone who doesn't already have a strong background and expertise in the industry faces a steep learning curve, with high risk and a large investment of money.

This webinar will lay out some of the primary considerations for opening a red meat slaughter and processing facility, from infrastructure to regulations and from labor to financing. Presenter **Marty Broccoli of Cornell Cooperative Extension in Oneida County** has 40 years of experience in the meat packing industry, and provides technical assistance for new plants in NY. **Keith Schrader owns Schrader Farms Meat Market**, a USDA slaughterhouse in Romulus, NY. Both will share key tips and lessons learned, with ample time for Q&A.

Hosted by Cornell Cooperative Extension's Livestock Program Work Team.

[Register in advance](#) for this free session. After registering, you will receive a confirmation email containing information about joining the meeting. Register online at: <https://tinyurl.com/yvuwowyy>

COVID-19 Information Websites:

Need information? View the following Cornell CALS and CCE Resource Pages that are updated regularly.

General Questions & Links: <https://eden.cce.cornell.edu/>

Food Production, Processing & Safety Questions: <https://instituteforfoodsafety.cornell.edu/coronavirus-covid-19/>

Employment & Agricultural Workforce Questions: <http://agworkforce.cals.cornell.edu/>

Cornell Small Farms Resiliency Resources: <https://smallfarms.cornell.edu/resources/farm-resilience/>

Financial & Mental Health Resources for Farmers: <https://www.nyfarmnet.org/>

Cornell Farmworker Program www.farmworkers.cornell.edu | www.trabajadores.cornell.edu (en espanol)

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