Cornell Cooperative Extension Northwest NY Dairy, Livestock and Field Crops Program

AG FOCUS



COVID-19 Paid Sick-Leave vs. Permanent Sick Leave

by Kaitlyn Lutz

I know we are all sick of hearing about COVID-19, but with cases heightened during the winter months and new variants circulating, we are seeing many farms asking questions about COVID sick leave for employees. Here is some information to help you navigate the regulations.

In early 2020 NY State passed a law requiring COVID-19 paid sick leave for employees, which is in effect "during the COVID-19 crisis", meaning there is no end date as of now. Originally, it required employers to provide a certain number of days of sick leave and job protection for guarantine or isolation of the employee or to care for family members with COVID.

Since COVID went on longer than expected and people were getting guarantined or isolated multiple times, NYS Department of Labor reinterpreted the rules to give employees more periods of leave. Now, employees can use up to 3 periods of leave, but the 2nd and 3rd period must be documented with a positive COVID test. The employer bears the cost of this leave period and it does not detract from the employee's permanent sick leave. See the chart below outlining the requirements specified by employee number and income. Visit https://doi.ny.gov/system/ files/documents/2021/08/covid-sick-leave-employers-8-24-21.pdf to find more specifics.

# of Employees	Net Income last year	# of COVID-19 paid sick leave days	Other requirements	
≤ 10	< \$1 million	None Paid Family Leave (PFL) and Disability benefit (DB) to cover duration of quarantine		
≤ 10	> \$1 million	5 days	Job protection for duration of quarantine	
11-99	N/A	of quarantine		
≥ 100	N/A	14 days of paid sick leave		
Public employers must provide 14 days of paid sick leave no matter the thof employees				

Public employers must provide 14 days of paid sick leave no matter the # of employees

During the early part of the pandemic, NY state government created a **permanent sick leave law** for all employers. The timing of that law during COVID has confused many people but it is permanent and not driven by the COVID pandemic. This leave policy also covers employees for safe leave, whereby they need time off work to deal with an issue of domestic violence. A list of permitted uses for sick or safe leave can be found here:

https://www.ny.gov/new-york-paid-sick-leave/new-york-paid-sick-leave#amount-of-leave. The amount of sick or safe leave required is outlined below:

# of Employees	Net Income last year	# of permanent sick leave hours	
≤ 4	< \$1 million	40 hrs unpaid	
≤ 4	>\$1 million	- 40 hrs paid	
5-99	N/A		
≥ 100	N/A	56 hrs paid	

Further information can be found by visiting: https://agworkforce.cals.cornell.edu/2021/10/19/nys-covid-19-paidleave-update/.

Thank you to Dr. Richard Stup for his assistance with this information. Wishing you all a healthy 2022!

JANUARY 2022

VOLUME 31, ISSUE 1

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Every effort has been made to provide correct, complete and up-to-date pesticide recommendations. Changes occur constantly & human errors are still possible. These recommendations are not a substitute for pesticide labeling. Please read the label before applying pesticides.

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Remember To Check Out The NWNY Team Blog!

Our goal for this blog is to share with farmers and allied industry professionals, technical and applicable resources regarding all aspects of dairy farming, livestock and small farms, field crops and soils, and topics related to farm business management and precision agriculture.

The blog will feature Crop Alerts, Dairy Alerts, Bilingual (Spanish) Resources, Upcoming Events and more from our team members. When new material is published, subscribers will receive an email notification.

You can visit the blog at: https://blogs.cornell.edu/nwnydairy-livestock-field-crops/

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Materials release January 21, 2022 and live weekly Zoom discussions will be held from 1 to 2 PM EST each Thursday from January 27 through March 3. Participation in the live sessions is highly encouraged and provides a valued opportunity for peer-to-peer learning and networking. Cost is \$275 for the six-week course. **Registration is open through January 27.** Visit <u>https://tinyurl.com/OrganizingWorkCertificate</u> to register.

For more information on the Ag Supervisory Leadership Certificate Program visit: <u>https://agworkforce.cals.cornell.edu/</u> <u>agricultural-supervisory-leadership-certificate-program/</u>



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Avoiding Gastrointestinal Parasites in Small Ruminants with Winter Grazing by Nancy Glazier

This was a question recently posed on a Cornell listserv, a forum for small ruminant producers. Some graziers noted they had ample pastures left after fall grazing. They had been moving their flock to new paddocks every 3 to 4 days to avoid parasite buildup and wondered if this rate could be slowed down, and what the residual height should be after grazing. And what are the risks from parasites on pastures? One would think cold weather and snow would kill the eggs and larvae. Like all pests they have adapted to survive cold temperatures so there is no easy answer.

For pastures to be considered low risk for parasites, over 90% of the larvae need to die. This occurs faster in hot weather (2 months), slower when cold (5-6 months). With extensive availability of pastures this can be more easily accomplished. Add hay fields, crop residues, cover crops, or pastures usually grazed by other species (horses, cattle), better results occur.

Eggs need both warmth and moisture to hatch; temperature and moisture requirements vary by species. Though they may not hatch when the temperature falls below 50 degrees, worms are present from previous hatchings. Worm larvae can live in pastures or the soil. Also, with our wide temperature fluctuations in mid-December, it is difficult to tell what the pasture load will be. Larvae are picked up from grazing and develop in the livestock and lead to heavy parasite loads. If these worms reproduce and lay eggs, these eggs get deposited in the pastures.

Dr. Tatiana Stanton, Cornell Small Ruminant Specialist, commented those eggs and larvae from late winter grazing can persist into spring. She highlighted some gastrointestinal parasitic strongyle worm larvae such as *Nematodirus* hatch better after freezing and have an historic winter strategy that allows the larvae to mature within the encapsulated egg (which is extremely tolerant of frigid temperatures) on pasture over winter and then hatch in mass once triggered by warmer temperatures in early spring.

According to Tatiana, if your winter grazing runs into late February/early March, many of the worm larvae that opted to hibernate within the sheep or goats over the winter will get the day length trigger to help let them know that spring is here; they will be stimulated to become adults and start laying eggs. This can contribute to lots of worm eggs suddenly being on these winter grazed pastures just waiting for you to use these same pastures for birthing, dams with sucklings at their side on, or for weaned lambs and kids on. These livestock stages have high nutritional demands and are very susceptible to parasitism.

Plan out your pasture selection before starting winter grazing. Only you know your pasture management from last summer. If a pasture has not been grazed for several months worm loads may be lower; grazing time on pasture may be longer than the recommended 4 days. Many times, pastures close to the barn or house are utilized for early season grazing; don't let the livestock graze these heavily. I have often heard one day of late season overgrazing can be 3 days less spring grazing. Leaf area needs to be available to capture sunlight to start growth.

Topics I have not touched on but need to be considered are water and fencing. Sheep can eat snow, but best to have water available. Electronet fence can be used but can be challenging if there is a lot of snow and frozen ground. Snow depth is important to consider and how well your animals can dig down to grass. Ice under the snow can make digging impossible. Generally, sheep handle winter weather better than goats.

There are some good resources to learn more. This article from Brian Magee during his time at Cornell on winter grazing sheep is available at <u>https://cpb-us-</u> <u>e1.wpmucdn.com/blogs.cornell.edu/dist/f/6685/</u> <u>files/2015/09/wintergrazing-1xsw82s.pdf.</u>

An article on *Nemotodirus* can be found here, <u>https://</u> parasitesandvectors.biomedcentral.com/ articles/10.1186/s13071-020-04368-9.

This one is from Ohio State, <u>https://ohioline.osu.edu/</u> factsheet/VME-28.

Let me know if you need help accessing the articles.



Sheep winter grazing. Photo by Betsy Hodge / CCE St. Lawrence

Cornell Cooperative Extension



ANNIE'S PROJECT EMPOWERING WOMEN IN AGRICULTURE

12:30 – 2:30 PM January 25, February 1, 8, 15, 22

Registration is \$100 and covers the course and materials.

Register online by clicking this link <u>tinyurl.com/cceannies</u> or call 716-640-0522.

For additional information, contact Katelyn Wallely-Stoll at 716-640-0522 or kaw249@cornell.edu

Annie's Project

Know Your Numbers, Know Your Options

This five-session course focuses on financial literacy to help you:

- Understand the importance of preparing financial statements for your business.
- Objectively review the financial position of the farm using financial ratios.
- Enhance decision making skills
- Effectively communicate with families, business partners, and others about the financial position of the business.





This material is based upon work supported by USDA-NIFA under Award Number 2015-49200-

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Right-Sizing a Farm Business: Measuring Economic Efficiency

by John Hanchar

Summary

- Measuring costs of production is a critical step when looking to right-size the farm business.
- For 2020 Dairy Farm Business Summary (DFBS) Cooperators, the total cost of producing a hundred weight (cwt.) of milk varied considerably by farm size.
- Farms with results in the lower end of the cost range covered a range of farm sizes, small to large, suggesting that based upon this cost measure, farms of many sizes can achieve cost efficiencies.
- Least cost for a given size is an important achievement, but the business as structured may not be sufficient to meet owners' family living and other financial goals.

Background

Sources of business management information often cover the topic of right-sizing – business management press; analyst observation and commentary; other stakeholder remarks etc. Sources of farm business management information also often cover the topic of right-sizing. A quick review suggests a range of definitions, including: a synonym for down-sizing; to the more general, "the process of allocating available resources, inputs among competing uses to achieve objectives, including family financial objectives; given current, and expected market conditions." Recently, sources covered right-sizing among dairy farms given current and expected market conditions associated with Covid health pandemic.

Given the second definition above, farm economics and management concepts, practices have much to contribute when one looks to right-size the farm business. Right -sizing relates to improving efficiencies as means for maintaining or improving profitability. Right-sizing, like any effort looking to achieve improved results, begins with measuring performance and identifying possible areas for improvement.

Measuring Efficiency

Owner/operators of farm businesses measure performance for many aspects of their businesses – profit, costs, revenue, production, labor and other inputs to name a few. For the business seeking improved efficiencies resulting from a right-sized allocation of resources, measuring results is an important step for identifying strengths and weaknesses of the business. Successful implementation of these steps increases the likelihood of achieving business and family objectives and goals. One measure of performance used by managers is the total cost of production. Lower cost of production, greater economic efficiency, leads to a greater likelihood of remaining viable. This cost measure allows for comparison to peers, and to past, current and expected output prices.

The remainder of this article draws from Cornell University Cooperative Extension DFBS Program results, including its measure of the total cost of producing milk. For DFBS purposes, the total cost of producing milk includes the operating costs of producing milk (hired labor, feed, machinery operation, veterinary and medicine, crop inputs and others) plus depreciation on machinery and buildings, the value of unpaid family labor, the value of operators' labor and management and the interest charge for using equity capital. These represent costs for all inputs, resources used in the production of milk.

Total Cost of Producing a Cwt. of Milk, DFBS Cooperators, 2020

DFBS Program graphing tools generated the graph below. The total cost of producing a cwt. of milk in dollars is on the vertical, or y axis. The total pounds of milk sold by the farm is on the horizontal or x axis. For discussion purposes, consider the average production per cow of about 26,500 lbs. per year. Then, the values of 20,000,000, 40,000,000 lbs. ... correspond roughly to 750, 1,500 ... cows. Each tick mark on the x axis represents roughly 375 cows. The average farm size for this set of cooperators in 2020 is about 800 cows.



⁽Continued on page 8)

Right-Sizing a Farm Business: Measuring Economic Efficiency

(Continued from page 7)

When compared to the least cost producer for a given size, many farms have opportunities for improvement. Although few in number, farm businesses of various sizes achieve efficiency. Locate the \$15 dollar mark on the vertical axis. Observations suggest that although relatively few farms in total achieved costs around the \$15 dollar mark in 2020, those farms represent a wide range of farm sizes. Similarly, farms achieving costs less than or equal to \$17 per cwt. represent a relatively wide range of farm sizes.

With respect to right-sizing, pursuing cost efficiencies is an important first step. Next steps include assessing whether improved efficiency is sufficient to meet financial objectives of the owners and families. Least cost production at a given size may not be enough to meet the family living draws and other financial goals sought by the farm owners/operators.

Closing Thoughts

Right-sizing work can begin with an annual business summary and analysis (See the December 2020 issue of <u>Ag</u> <u>Focus</u> regarding *Annual Farm Business Summary Season*). The farm manager can evaluate cost efficiency measures, including using comparisons to others, and then follow a problem solving framework to identify possible areas for improvement; and evaluate, decide upon, and implement changes to the farm business. KERSCH'S AG LIME, LIC Calcium Lime - Magnesium Lime Gypsum-Organic Gypsum BEST SERVICES - PRODUCTS - PRICES BEST SERVICES - PRODUCTS - PRICES CENSE: New and Used Ime - Litter - Fertilizer Spreaders March & Company Road, Wyoming, NY 14591 Call Chris 585-356-9162 B44-388-LIME (5463) Fax: 585-584-3264



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For Success in 2022, Start with a New Year's Assessment

by Margaret Quaassdorff

As we enter the New Year, it is a great time to take a look at our dairy operations, and think about the things we want to accomplish in the coming year. A good way to start is to assess your own areas for opportunity. Do you want to improve calf health, enhance your transition cow program, decrease incidence of lameness, or build a stronger team of employees? We have many resources available to help you to evaluate different areas of your farm, to improve animal welfare and production, obtain more efficiency and cost savings, give your employees opportunities to learn and grow, and help you realize and reach your business goals.

Once you have identified an area you want to work on, the next step is to write down the individual things it would take to realize that change. Choose one specific thing to start with, and form an action plan. In a recent grant project, dairy specialists worked with dairies around New York State to do just this. After assessing their calf program, a NWNY dairy farmer worked with their staff, veterinarian, and nutritionist to make management changes during the weaning transition phase. Their calf program was reassessed several months after making these changes, and results indicated significant improvement in the health of their calves. Specifically, the farmer reviewed and updated their vaccination protocols and feed transitions which resulted in decreased stress to the transition calves and lower incidence of disease, saving labor and treatment costs and decreasing the usage of antibiotics on the farm.

Other farms throughout the state have made similar progress in the areas of calf housing, transition cow management, and cow comfort using the assessment and focusing on making changes that have measurable impacts.

If you would like to see what others have done, and get examples of ideas that could work on your own operation, check out our YouTube videos (<u>https://</u> <u>www.youtube.com/user/CCENWNY</u>) and blog posts titled, "Focus on Farm Management" which were created and shared with funding from the New York Farm Viability Institute.

Happy New Year!



Calves that avoid sickness grow into healthier, more productive, efficient and profitable contributors to the milking herd. Photo by M. Quaassdorff / CCE NWNY Team



An educational series from Cornell Cooperative Extension Farm Business Management Specialists offering courses designed to inform and empower farm managers to better understand their tax obligations, management strategies, and improve farm profitability.



Register online by visiting: tinyurl.com/ccetaxschool

Tax Management for Beginning and Small Farm Businesses

Tuesday, January 18th 7:00pm - 9:00pm | \$10 per farm

A one-night virtual meeting for beginning and part-time farmers that provides useful tax information enabling participants to make better tax decisions for their business. Federal and state income taxes will be covered. Tax regulations specific to NYS will be covered as well.

Farm Specific Tax Code Benefits

Tuesday, January 25th 7:00pm - 8:30pm | \$5 per farm

For farm businesses of all shapes and sizes, tune in to learn more about the tax advantages available for farms. This workshop will include information for the current tax season. **Cornell Cooperative Extension** Northwest NY Dairy, Livestock and Field Crops Program

2022 Virtual Soybean & Small Grains Congress

February 9,	2022 (10:00am - Noon) held virtually on Zoom	
10:00 - 10:30	<i>Disease Updates in Soybean & Small Grains</i> Dr. Gary Bergstrom, Plant Pathologist, Cornell University	
10:30 - 11:30	High Management Wheat in the Great Lakes Region Joanna Follings, Cereals Specialist, Ontario Ministry of Agriculture, Food & Rural Affairs	
11:30 - 12:00	Soybean Weed Control 2022: How Will it be different? Michael Hunter, Cornell Cooperative Extension, NNY Ag Team	
February 10	, 2022 (10:00am - Noon) held virtually on Zoom	
10:00 - 10:30	<i>The Current State of Herbicide Resistance in New York and the Future of Weed Management Technology</i> Dr. Lynn Sosnoskie, Weed Specialist, Cornell University	
10:30 - 11:30	<i>Neonic Ban Experience from Ontario, Canada</i> Dr. Tracey Baute, Entomologist, Ontario Ministry of Agriculture, Food & Rural Affairs	
11:30 - 12:00	New York Small Grains Updates	

Mike Stanyard, Cornell Cooperative Extension, NWNY Team

More information is available at: https://nwnyteam.cce.cornell.edu/events.php

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TAX PLANNING Because of the economic uncertainty brought about by the COVID-19 pandemic and the ongoing financial impact from the associated relief programs and tax law changes, it is more important than ever to work with a reliable financial advisor to have accurate year-end projections to support sound tax planning. Contact your Farm Credit East advisor to keep your business Strong at the Roots.

Batavia 800.929.1350 farmcrediteast.com/taxplanning

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>> UPCOMING EVENTS <<



January 2022

2022 Virtual Corn Congress - January 5 & 6, 2022 from 10:00am - Noon, via Zoom. Pre-registration is required. Visit the NWNY Team website to register https://nwnyteam.cce.cornell.edu/events.php

Farmer Tax School - January 18, 2022 Tax Management for Beginning and Small Farm Businesses and January 25, 2022 Farm Specific Tax Code Benefits. See page 9 for details.

<u>Agricultural Supervisory Leadership Certificate Program</u> - Live Zoom discussions held from 1pm - 2pm every Thursday from January 27 through March 3, 2022. See page 2 for details.

February 2022

<u>Net Zero NY Dairy - What You Need to Know</u> - February 2 & 3, 2022 from Noon - 2:30pm via Zoom. This free conference has gathered dairy industry experts to shed light on what "getting to net zero" means for dairy producers. Register Online at <u>https://tinyurl.com/NetZeroNYDairy</u>

2022 Soybean & Small Grains Congress - February 9 & 10, 2022. See page 10 for details.

Implementing Practical Genetics for the Commercial Dairy - Every Wednesday from February 16 until March 16, 2022 from Noon - 12:45pm. Cost: \$50. Virtual webinar with option for in -person workshop. Based on Dr. Huson's Applied Genetics course this program will give participants an understanding of how to use genetic information to reach their herd goals. For more information and to register online visit <u>https://scnydfc.cce.cornell.edu/event.php?id=1755</u>

2022 Pesticide Training and Recertification Series		
Date	Wednesdays, February 2, 9, 16, 23, 2022; Exam Wednesday, March 2, 2022	
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 for Info/Registration	Cornell Cooperative Extension-Ontario County, 585-394-3977 x 427 or x 436 or email <u>nea8@cornell.edu</u> or <u>rw43@cornell.edu</u> Registration form is available on the website <u>www.cceontario.org</u>	
Brief 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.	

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