AG FOCUS

Coming to a Farm Near You: Agricultural Unions
Kaitlyn Lutz

In the March issue of Progressive Dairy, Editor Dave Natzke wrote “There’s shared frustrations over how long it takes to modernize the Federal Milk Marketing Order (FMMO) system; at the same time regulatory efforts impacting environmental and other on-farm practices move at seemingly breakneck speed.” His summary hits home to many NY farmers who have seen labor regulations instituted rapidly in the past few years. One of these changes is the allowance of agricultural unionization. In our fast-paced world, a few years can go by in a flash, and that is what has happened here.

The Farm Laborers Fair Labor Practices Act (FLFLPA), which gave farm workers the right to organize, went into effect January 1, 2020. However, it was easy to forget about this ruling as we did not see movement on the unionization front until recently (and you were busy running businesses under the pressures of COVID). Although the first farm union began far from us in Long Island, more unions have since been certified. In fact, there is currently a dairy farm in the NWNY region whose employees have moved to unionize (not yet certified at the time this article is being written).

I hope that you have been able to attend one of the many informational sessions put on by Northeast Dairy Producers Association (NEDPA), Farm Bureau and the NY State Vegetable Growers Association (NYSVGA) over the past few months. If you have not, I encourage you to look at the following resources:

1) **Agricultural Workforce Development** has an overview presentation on unions by Richard Stup and will soon be releasing a FAQ document for farm employees (in English and Spanish).

Cont. on Page 3
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Coming to a Farm Near You: Agricultural Unions Cont.


3) Farm Bureau has created some excellent resources geared to farmers which outline talking points and bargaining rights of farm employers and employees. I would encourage you to reach out to your local Farm Bureau representative for these materials if you have not already accessed them via their member’s website. One of the preliminary fact sheets Farm Bureau published, written by a law firm, can be found here: Potential Unionization: What you Can and Cannot Say to your Employees

Agricultural unions are a new area for all of us to navigate. We, as educators, aim to bring our region’s farmers and their employees the facts so that both parties can stay informed if presented with the decision to unionize. As employers, it is crucial to have an open conversation with your employees regarding agricultural unionization. In the conversations that I have been a part of, I have heard a varying degrees of understanding when it comes to the unionization process, benefits, and risks.

Many employees are still unaware of the unionization process and hold misconceptions regarding what a union is. It could be tempting to avoid the topic, as employers, but opening the line of communication preemptively and educating your employees on the facts may well avoid some future headaches. If you have Spanish-speaking employees and need assistance in interpreting these conversations, feel free to contact Kaitlyn Lutz at (585) 689-3114 or kal263@cornell.edu.

The Road to NY Farm Unionization

![Diagram explaining the steps to forming an agricultural union in NY](Figure 1. This diagram explains the steps to forming an agricultural union in NY (Richard Stup, 2021)).

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An Automated System for Reproductive Management
Margaret Quaassdorff

A collaboration of Cornell’s engineering school and animal science department has developed a new automated device and method for delivering hormones (i.e. Prostaglandin, Gonadotropin-releasing hormone (GnRH), Progesterone) important for reproductive management in cattle. The device and system, called “e-Synch”, is inserted into the vagina of the cow, and has hormone delivery and sensing capabilities, and is controlled by a smartphone or app through Bluetooth communication. The app allows the user to select pre-established ovulation synchronization protocols, or a customized protocol where the user may adjust the type, dose, and time of hormone release according to farm goals and management.

The device (seen in Figure 2 of the publication https://doi.org/10.3389/fanim.2023.1093851), is rechargeable and consists of an outer case, with two double Nylon wings to stabilize it once inserted into the cow. A flexible silicone membrane is located near the bottom of the e-Synch device for pressure balancing during hormone delivery and body temperature change. Reservoirs with a 5mL capacity connect to individual pumps and hoses that deliver the hormones in the correct amount and timing to the cow.

Each e-Synch device has its own ID number which can be associated with cow’s ID number. Currently, the system collects data on the programmed drug delivery protocol and start-time. Real-time sensor information via an accelerometer, and intravaginal temperature is also collected. The ability to track motion and temperature could verify that the device is still with the cow, and could potentially help indicate health status, estrus behavior and physiological changes for each cow. According to the researchers, information about the timing, duration, and intensity of estrus could be used to tailor synchronization of ovulation protocols and other hormonal interventions for individual cows (Cross et al., 2004).

In preliminary testing, it was demonstrated that the e-Synch system could be successfully programmed to deliver hormone solutions in a timely manner. When tested against the traditional method of intramuscular hormone injection, a dose of GnRH caused a surge of luteinizing hormone (LH) that had similar magnitude and timing in cows using the e-Synch system (Ren et al, 2023; https://doi.org/10.3389/fanim.2023.1093857). It is to be tested in future experiments whether the device is capable of releasing different amounts of liquid at more than one timepoint. This is important for the practicality of the system as most ovulation synchronization protocols require a minimum of two doses at separate timepoints with a single hormone. The features of integrating hormone delivery and sensing with remote programming and communication through an IoT (Internet of Things) platform, certainly qualify the e-Synch system as cutting-edge technology in the realm of dairy cow management. This is the second generation of the system, and great things take time. As of now, the authors proclaim that “future research must be conducted to demonstrate the ability of the e-Synch system to fully automate control of the estrous cycle and generate actionable sensor information for animal and device monitoring and management. Communication and sensing must be improved to ensure seamless control and monitoring of e-Synch devices while inserted and enable use of sensor data for monitoring and tailoring treatments to individual animals.” Look forward to updates on this new technology soon.
The 2022 DFBS Results, Comparing Performance among Dairy Farm Businesses

John Hanchar

Summary

• The Cornell University/CALS & CCE Dairy Farm Business Summary (DFBS) program is a valuable tool for managing a farm business.
• This article illustrates the use of the DFBS program’s comparison abilities to identify possible areas for improvement.
• The illustration suggests that receipts, some measures of production and others are similar when comparing the lower 75 percent of farms to the upper 25 percent of farms currently in the 2022 DFBS data set, while costs, profits, efficiency differ -- here groups are defined using a measure of profitability.

Introduction

As of April 10, 2023, the number of dairy farm businesses cooperating in the Cornell University/CALS & CCE DFBS program for the 2022 calendar year totaled 121. Participation enables producers to: analyze their financial situation; set future goals; and make sound financial decisions. Toward these ends, the DFBS program allows a cooperator to compare their business’ results to results from other farms using a comparison tool. A user describes a comparison group based upon a single or several size of business, rate of production, performance, and other factors. This article illustrates the approach and results.

The web based DFBS program’s comparison tool generated results for 2022 for two groups of farms -- the lower 75 percent and upper 25 percent, based upon the rate of return on all capital without appreciation. The upper 25 percent group numbered 30 farms and generated a minimum rate of return on all capital without appreciation of 13 percent, while the lower 75 percent group numbered 91 farms.

Results

Some measures of size, production efficiency, and economic performance were similar among the two groups, while others, for example, cost control and profit measures, differed (Table 1). Results suggest that the lower 75 percent and upper 25 percent of farms differed considerably based upon profitability measures. An examination of receipts and expenses from the income statement can provide greater detail. Farm receipt values for the two groups were fairly similar per cow and per cwt. by receipt item -- milk, dairy cattle, etc., and total. Groups were less similar regarding expenses, including when focusing on the largest expense items. While the top performing group averaged 7.3 percent higher with respect to dairy grain and concentrate, the group averages for other key expense ranged from roughly unchanged to 21 percent lower when comparing the top 25 to the lower 75 percent groups (Table 2).

Closing Thoughts

A cooperating farm business owner could generate meaningful peer to peer comparisons to similar farms based upon size, rates of production, performance, and other measures. Using results like those in Tables 1 and 2, a farm could compare its results to a group of top performers’ results. The farm business owner could then work to identify possible areas for improvement based upon the results.

<table>
<thead>
<tr>
<th>Selected Factors</th>
<th>Group Average, lower 75% of Farms</th>
<th>Group Average, upper 25% of Farms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Size of Business</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average number of cows</td>
<td>1,106</td>
<td>1,794</td>
</tr>
<tr>
<td>Worker equivalents</td>
<td>21.4</td>
<td>31.3</td>
</tr>
<tr>
<td>Total tillable acres</td>
<td>2,112</td>
<td>2,830</td>
</tr>
<tr>
<td>Rates of Production</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Milk sold per cow, pounds</td>
<td>26,651</td>
<td>28,042</td>
</tr>
<tr>
<td>Hay dry matter per acre, tons</td>
<td>3.3</td>
<td>3.2</td>
</tr>
<tr>
<td>Corn silage per acre, tons</td>
<td>18.7</td>
<td>18.3</td>
</tr>
<tr>
<td>Labor Efficiency &amp; Costs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cows per worker</td>
<td>52</td>
<td>57</td>
</tr>
<tr>
<td>Hired labor costs per cwt.</td>
<td>$3.41</td>
<td>$3.17</td>
</tr>
<tr>
<td>Hired labor cost, % of milk sales</td>
<td>12.7</td>
<td>11.1</td>
</tr>
<tr>
<td>Cost Control</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grain &amp; concentrate/cwt. milk</td>
<td>$7.72</td>
<td>$7.87</td>
</tr>
<tr>
<td>Labor &amp; machinery/cwt. milk</td>
<td>$8.26</td>
<td>$6.92</td>
</tr>
<tr>
<td>Operating cost producing cwt.</td>
<td>$20.13</td>
<td>$18.28</td>
</tr>
</tbody>
</table>

Table 1. Selected measures by factor by group, 2022 DFBS results, NYS, April 10, 2023.
In a year when feed prices remain high, minimizing the loss of valuable homegrown feeds should be a priority. Research has demonstrated the devastating effect of forage shrink. Nonetheless, we frequently overlook homegrown feed shrinkage due to the difficulty of monitoring losses and/or believing there’s surplus inventory.

Here’s how feed disappears:
A. Field, harvest, and transportation losses.
B. Fermentation (ensiling) losses.
C. Feedout losses.

One solution to limit field and harvest losses are knowing when the right time for 1st cutting should occur. Harvest is not linked to a certain calendar date but instead is dependent on growing degree day accumulation (heat) and soil moisture. Harvesting hay at the proper growth stage will also ensure high quality feed and hopefully reduce the amount of grain supplemented in the feed ration. A guide and chart have been provided below to help you determine proper timing to obtain the highest quality forage.

Fermentation shrinkage can be minimized by employing alfalfa height indicators to estimate harvest timing, attain the correct Neutral Detergent Fiber (NDF) content, and aid in the right ensiling process. Neutral detergent fiber digestibility will give dairy producers a more accurate estimate of total digestible nutrients (TDN), net energy (NE), and feed intake potential. An increase in NDF digestibility will generally result in higher digestible energy and forage intakes (less refusal) ultimately leading to an increase in milk production.

Reduce feedout losses by intensively managing and aggressively feeding from the exposed haylage/silage surface, limiting oxygen exposure, or mitigating the detrimental impact of oxygen.

Remember, there’s not a set order in which you have to harvest your forage fields. If your forage quality is poor, this could spell disaster, as you will be forced to purchase additional energy and protein. The NWNY Team will be posting Crop Alerts with updated height measurements beginning in May. For more information on shrink please visit: https://rockrivelab.com/file_open.php?id=66

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### Table 2. Selected expenses ($ per cow) by item by group, 2022 DFBS results, NYS, April 10, 2023.

<table>
<thead>
<tr>
<th>Selected Items, Operating Expenses</th>
<th>Lower 75 percent of Farms</th>
<th>Upper 25 percent of Farms</th>
<th>Percent Difference (vs “Lower ...”)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dairy grain &amp; concentrate per cow</td>
<td>$2,058</td>
<td>$2,208</td>
<td>7.3</td>
</tr>
<tr>
<td>Hired labor per cow</td>
<td>$910</td>
<td>$849</td>
<td>-6.7</td>
</tr>
<tr>
<td>Machinery operating per cow</td>
<td>$807</td>
<td>$698</td>
<td>-13.5</td>
</tr>
<tr>
<td>Milk marketing per cow</td>
<td>$464</td>
<td>$468</td>
<td>1</td>
</tr>
<tr>
<td>Fertilizers, seeds, sprays and other crop inputs per cow</td>
<td>$462</td>
<td>$365</td>
<td>-21</td>
</tr>
</tbody>
</table>

---

### Percentage Stand Alfalfa Height NDF Goal What to do:

<table>
<thead>
<tr>
<th>Percentage Stand</th>
<th>Alfalfa Height</th>
<th>NDF Goal</th>
<th>What to do:</th>
</tr>
</thead>
<tbody>
<tr>
<td>100 % Grass Stand</td>
<td>13 Inches tall</td>
<td>50% NDF</td>
<td>Start to cut Grass Stands</td>
</tr>
<tr>
<td>50% Grass- 50% Alfalfa</td>
<td>23 Inches tall</td>
<td>44% NDF</td>
<td>Cut your Mixed Stands</td>
</tr>
<tr>
<td>100 % Alfalfa</td>
<td>30 Inches tall</td>
<td>40% NDF</td>
<td>Cut Alfalfa Stands</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>Product</th>
<th>Pails</th>
<th>Bulk</th>
<th>Drums</th>
<th>Cases</th>
<th>Kegs</th>
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<tbody>
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<td>Lubriguard 15w40 ck4 HD Motor Oil</td>
<td>$11.75</td>
<td>$705</td>
<td>$48.5</td>
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<td>AW 46 Premium Hydraulic Oil + 5000 HR</td>
<td>$69.75</td>
<td>$9.38</td>
<td>$595</td>
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<td>Universal Tractor Fluid</td>
<td>$69.75</td>
<td>$10.38</td>
<td>$625</td>
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<tr>
<td>80w90 Gear Oil</td>
<td></td>
<td>$400</td>
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<td>75w90 Gear Oil</td>
<td></td>
<td>$450</td>
<td></td>
<td></td>
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<tr>
<td>85-140 Gear Oil</td>
<td></td>
<td>$575</td>
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<tr>
<td>Green 50/50 Antifreeze</td>
<td>$5.79</td>
<td>$425</td>
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<tr>
<td>Red 50/50 Antifreeze</td>
<td>$6.79</td>
<td>$499</td>
<td></td>
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<tr>
<td>Yellow Universal 50/50 Antifreeze</td>
<td>$6.79</td>
<td>$499</td>
<td></td>
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</tr>
<tr>
<td>Lubriguard HT Molly Grease</td>
<td></td>
<td>$189</td>
<td>$425</td>
<td></td>
<td></td>
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<tr>
<td>Castrol Pyroplex Blue #2</td>
<td></td>
<td>$189</td>
<td>$571</td>
<td></td>
<td></td>
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<tr>
<td>DEF</td>
<td>$2.69</td>
<td>$189</td>
<td>$27.5</td>
<td></td>
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<tr>
<td>Power Clean 500</td>
<td>$47</td>
<td>$350</td>
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</table>

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-Proper ear-tagging technique
**Spring Crop Comments**

Mike Stanyard

**How Do you Determine if your Wheat Has Reached Feekes Stage 6?**

Feekes stage 6 is a very important stage to identify. This is officially the stem elongation or jointing stage. This is the stage where all of your nitrogen should now be applied (first shot or second shot). I know some early N went out this year and it looked like the wheat responded as soon as it broke dormancy. To determine if you are at FS 6, pull up a couple of primary tillers. Peel down the lower leaves like you were peeling a banana and expose the shiny lower stem. If you can see one visible bump or node (like the knuckle on your finger), then you are at FS 6 (see picture). The tiny spikelet is developing right above this first node and the number of kernels is already developed. You can cut the stem vertically and see for yourself. It usually takes 7 days to reach FS 7, which is the emergence of the 2nd node. FS 8 is the first emergence of the flag leaf and that takes another 7 to 10 days. As things get heated up, we will run through these stages quickly!

**Controlling Marestail in Soybeans**

Marestail continues to be a problem in soybeans as it is resistant to multiple herbicides including glyphosate. The first rule to managing marestail is starting clean whether through tillage or herbicides. We know that its seeds blow around all fall and land everywhere. To germinate, they need to be on the top of the ground. If they are covered just a little bit by soil, they will not germinate. We are even seeing some no-tillers utilize speed tillers to manage crop residue, slugs and hopefully some marestail.

Mike Hunter of the CCE Northern Ag Team has been conducting herbicide trials on marestail for the last three seasons. Here are his recommendations of the best herbicide options for no-till burndown in soybeans:

- Glyphosate or Glufosinate + Sharpen\(^{\text{^a}}\) + metribuzin (6 oz.)

Remember there is no effective postemergence marestail control in conventional or glyphosate tolerant soybeans. Consider planting Xtend, XtendFlex, Enlist E3 or Liberty Link soybeans to allow for effective postemergence control options if necessary. For best results, marestail should be sprayed under four inches tall.

**The Importance of Utilizing Pheromone Traps to Monitor Armyworm and Cutworm Moths**

Common armyworm (CAW) and black cutworm (BCW) are two very important pests that invade New York every spring. These two moths do not overwinter here and arrive on stormfronts coming up from the southern US. This means that our winter weather has no effect on the moth populations that we may see each year. This is why it is so important to monitor the first arrival of these moths and how many are taking up residence here. Both of these moths are active at night, so we never see them flying around. That is what makes pheromone traps such an effective monitoring tool.

We put out six CAW and six BCW pheromone traps across NWNY in early April. These green bucket traps have a pheromone lure which attracts only the male moths. The traps are checked weekly for the first arrival and more importantly when a significant number of moths arrive at one time (9 over a 2-day period). Once this number is caught, we calculate the number of degree-day units (Base 50°F) accumulated each day. It takes roughly 300 degree-days for BCW larvae to be big enough to cut corn plants. This is not a scientific process, but it gives us a good idea of when we should be out there scouting for signs of crop injury. We will be sending out weekly catch alerts on our team blog to let you know if we are finding BCW feeding.
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Ask Extension: Can I Raise Pigs on Pasture?

Nancy Glazier

The answer is yes, with good management. I’ve had a few calls recently regarding outdoor production. I can’t cover all the details in a phone call but can attempt to provide an overview in an article.

Breeds: Choose breeds that are not from commercial production breeds. They won’t perform well outdoors. Look for these breeds or crosses: Yorkshire (not from production system), Large Black, Gloucestershire Old Spot, Berkshire, Tamworth, or Hampshire. There are a few other breeds that are touted as pasture breeds; some farmers have tried them and gone back to the ones listed. There are some hybrids which have been developed for pasture production. Beware of the sun with the light skinned breeds as they will sunburn.

Fence: Electric fence is most commonly used, also woven or welded. Training needs to begin early, sometimes as early as 3-5 days of age. You’ll need a secure perimeter with 2 strands of polywire or tape with step in posts. One strand 6”, second strand at their chin height with both electrified. You’ll need a back fence to keep them off where they have grazed. They need to be kept secure so there are no escapes; pigs and cats are the top two animals that can quickly go feral!

Rotation: Pigs cannot get their full nutrition from pasture as they are simple stomached mammals, like humans. They cannot be left in the woods for the summer and be expected to survive. Anyone looking to get into outdoor production needs to be environmentally conscientious and prevent runoff and erosion. Bare ground can lead to concentrated manure/ponding areas that can lead to increased parasitism and slower growth. Pigs need to be rotated to a new paddock when 70% of the vegetation remains. Some farms will do mob grazing, moving a group to a new paddock a few times a day. As an example, the Rodale Institute in PA raises 80 pigs a year on about 7 acres of pasture. A conservative estimate is 1 lb of pig/sq ft on perennial pastures, ¼ lb. of pig/sq ft on annuals.

Feed: I’ve read pasture can reduce concentrate feed by 15-50%. Pastures supplement feed, not vice versa. This is the largest cost with feeding any livestock, and they will consume more feed when raised outdoors and heritage breeds may be less efficient with feed conversion. Feed according to stage of growth. Waste products, such as distillers or brewery spent grains, bakery waste, apple seconds, and vegetable scraps can be fed, but no meat! This can lead to disease transmission. NYS Ag & Markets law (Article 5 Sec. 72a) states, “...certain discarded foods are NOT considered garbage: dairy and cheese waste, including outdated foodstuffs removed from supermarkets (except meat products); outdated eggs, stale baked goods; discarded vegetables and fruit”. If food waste is fed on pasture, pigs will still need some purchased feed.

Shelter: This is a key piece of outdoor production; it reduces the risk of sunburn in the summer and provides a place to keep them warm in the winter. In cold months they will need deep bedding. Hay works well since they will eat some of it, but they need lots to snuggle down.

Water: Pigs always need a clean, constant supply of water. Use of nipple waterers works well for warmer months. Water will need to be warm in colder months.

Marketing: Remember you are raising a premium meat product, so charge accordingly. Track your costs to have a handle on pricing. Your marketing should begin early in the process.

As always, if you have questions, give me a call.
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Agritourism Workshops
Monthly!
12pm to 1pm
Via Zoom

Are you thinking of starting an agritourism business or are you currently operating one?

Join our monthly lunch-hour, workshop virtual series and learn how to grow your agritourism business!

The first session will cover the basics of running an agritourism operation. The following sessions will focus on specific topics to help aspiring agritourism entrepreneurs grow their knowledge and profit through this exciting on-farm business.

January 17: What is Agritourism and Starting an Agritourism Business
February 20: Where is Agritourism allowed?
March 20: Protecting Your Agritourism Operation: Liability and Insurance
April 17: Customer Service for Agritourism
May 15: Tax Considerations for Agritourism
June 19: Agritourism Pricing Workshop: How to figure out what your customers will bear
July 17: Marketing Your Agritourism Operation

Pre-registration Required:
https://cornell.zoom.us/meeting/register/tJIsce6tqDMuGddOrjKOe3k0mXCypafV0oao

Price: Free

All workshops will be recorded and links shared. After registering, you will receive a confirmation email containing information about joining the meeting.

Sponsor: Cornell Cooperative Extension Agritourism Program Work Team
UPCOMING EVENTS

3 MAY
7-8pm
Zoom
Free

Preparing Your Livestock Farm for the Loss of OTC Antimicrobials - With the elimination of OTC antimicrobials for livestock use, veterinary diagnosis is needed prior to treatment to ensure these products are used judiciously.

3 MAY
10:30am to 3pm
In-Person
$75

Hands-On Calving and Dystocia Workshop (English & Spanish) - Wyoming County
This workshop will teach best calving management practices to minimize stillbirth rates and improve calf and cow health during and directly after the calving process. Includes an oral presentation followed by hands-on demonstration and practice intended to train farm personnel in the performance objectives.
Pre-registration https://nwnyteam.cce.cornell.edu/events.php

11/12 MAY
1:00pm to 3:30pm
In-Person
$25

Herdsperson Training II (English & Spanish) - Niagara or Genesee County
There are proper techniques for administering vaccinations or treatments on a dairy, as well as performing tasks to monitor herd health. This workshop will teach proper techniques for common tasks related to herd health monitoring and treatment.
Pre-registration https://nwnyteam.cce.cornell.edu/events.php

15 MAY
12-1pm
Zoom
Free

Agritourism Workshops Monthly! – Are you thinking of starting an agritourism business or are you currently operating one? Join our monthly lunch-hour, workshop virtual series and learn how to grow your agritourism business!
Pre-registration Required: https://cornell.zoom.us/meeting/register/tJIsce6tqDMuGddOrjKOe3k0mXCypafV0oao#/registration

17 - 18 MAY
Fort Worth, TX

Dairy Cattle Welfare Symposium: - This organization encourages producer participation and part of the program this year includes a tour of a new dairy with robotic batch milking technology as well as a session for Spanish speakers.
For information and registration: https://www.dcwcouncil.org/symposium

5 - 8 JUN
W.H. Miner Institute
In-Person
$350

Dairy Nutrition and Management Shortcourse - This course is designed primarily for early career nutritionists and allied industry professionals seeking a more comprehensive foundation in the principles of dairy cattle nutrition and their application within dairy herd management.
Registration: https://web.cvent.com/event/a6de41d5-f29c-4fdb-b06f-5724d7ade9f4/regPage:75f863b4-af77-42d8-9177-5dcbe67d5de9?i=-fKcTqAUK3tM2hUY-bWA&locale=en-US