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

# AG FOCUS

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• UPCOMING EVENTS

#### Proper Stored Grain Maintenance over the Winter: A Key to Pest Management Mike Stanyard

The combination of low grain prices and above average yields have led many farms to leave the grain in the bin and hope for better prices this spring.

Grain storage is an important step in protecting your investment and lots of money can be lost in reduced quality when it's time to deliver. Hopefully, with the intent of keeping the grain stored longer than usual, steps were taken to keep your grain protected. With longer storage time, small grains and corn can obviously be more vulnerable to insect and mold damage. The usual sanitation prior to grain fill is a must every year. All fines and old grain should be swept up, vacuumed up and removed. An insecticide such as Tempo SC should be used inside and outside of the bin to eliminate any existing insects and form a barrier to keep them out. An insecticide treatment on the grain really helps keep that grain protected over the long haul.

Well, it's January now and if you didn't go through all those steps, you still have aeration as a tool to keep insects and molds under control. Dry grain should be cooled to less than 60 degrees as soon as possible after harvest, and between 20 - 30 degrees for winter storage. Temperature benchmarks for stored grain: Chart credit: Dr, Kenneth J. Hellevang, NDSU Extension Service.



JANUARY 2025

Cont. on page 3



Nancy Glazier Small Farms, Livestock

Genesee County 585.315.7746 (cell) nig3@cornell.edu



#### John Hanchar Farm Business

Livingston County 585.991.5438 (office) 585.233.9249 (cell) jjh6@cornell.edu



#### Ashley Fazio Administrative Assistant

Genesee County 585.343.3040 x 138 (office) 585.549.0630 (cell) ak2367@cornell.edu



#### Jodi Letham Field Crops & Soils

Livingston County 585.689.3423 (cell) jll347@cornell.edu



#### Margaret Quaassdorff Dairy Management

Genesee County 585.343.3040 x 133 (office) 585.405.2567 (cell) maq27@cornell.edu



Kaitlyn Lutz Bilingual Dairy Management

Ontario County 585.689.3114 (cell) kal263@cornell.edu



#### Mike Stanyard Field Crops & IPM

Wayne County 315.331.8415 x 123 (office) 585.764.8452 (cell) mjs88@cornell.edu

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#### AG FOCUS JANUARY 2025

#### Proper Stored Grain Maintenance over the Winter: A Key to Pest Management Cont.

Mike Stanyard

• 80°F: The ideal temperature for insect and mold growth.

- 70°F: Insect reproduction begins to decrease.
- 50°F: Insects become dormant below this temperature.
- 40°F: Mold growth prohibited below this temperature.
- 30°F: Insects begin to die.

• 20-30°F: Grain should be cooled to this range for winter storage.

I was recently asked if you can freeze insects in the grain bin and kill them. Ideally, to kill insects you really need to get that grain below 30 degrees as outside temperatures allow and keep it there for a couple of weeks.

The University of Minnesota has an excellent site on Managing Stored Grain with Aeration. Some of their recommendations for additional mold and insect control are summarized below and the webpage can be found at <u>https://extension.umn.edu/corn-harvest/managing-stored-grain-aeration.</u>

Stored grain should be cooled by aeration whenever the grain temperature exceeds the average outdoor temperature by 10 to 15 degrees. Expect storage time to approximately double with each 10-degree reduction in temperature. Grain should be cooled to about 25 degrees as outdoor temperatures get colder. Check the condition of stored grain about every two weeks while grain is cooling, then about monthly after grain has cooled for winter storage.

When the fans are off during the winter holding period, they should be covered (with canvas or plywood) to prevent the grain near the ducts from getting too cold during severe winter weather. Large temperature differences result in condensation in the cold grain. Spoiled grain over the aeration ducts or perforated floor is a common problem caused by not covering the fan during extended off periods. Also look for melting snow on the roof of the bin as a telltale sign of temperature problems and hot spots which could mean insect activity. Accumulation of fine particles, weed seeds, and other foreign material interferes with airflow. Such accumulations are prime locations for increased mold and insect activity, which result in localized heating and grain deterioration. Normally, these fines collect in the center of the bin as the grain flows toward the walls.

A common practice in bins equipped with center unloading hoppers is to unload some grain from the center "core" to remove some accumulated fines. Fill the bin so it is peaked and unload some of the grain (300 to 1,000 bu, depending on bin size). This removes some of the accumulation and increases airflow in the center if enough grain is unloaded to allow the center core to fill with clean grain.

Another great grain storage resource is from the University of Nebraska, <u>https://cropwatch.unl.edu/grain-stor-</u> <u>age-management</u>. It is a thorough summary of articles written by other University on all topics related to grain storage management. Check it out!

# Check Out The NWNY Team Blog!

Features Crop Alerts, Dairy Alerts, Bilingual (Spanish)

Resources, Upcoming Events: and more from our team

members.

https://blogs.cornell.edu/nwny-dairy-livestock-field-crops/







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#### New Technology for the Newest Members of the Herd

#### Margaret Quaassdorff

It takes a dedicated and diligent person to care for calves properly. Luckily, the dairy tech industry is stepping up to provide options in assisting this job on the farm. Here are some details on ear tag technology for calves to consider if your New Year's resolution is to improve calf care management on your farm. Those ear tag monitors that have been research-tested have shown to be fairly accurate in monitoring activity (lying and standing) and rumination behavior, though they show a little room for improvement as far as intakes and feeding time goes (better monitored via autofeeder). They can detect a healthy calf with normal behavior about 96% of the time, and abnormal behavior about 64% of the time.

#### Health and Behavior Monitoring via Ear Tag

Method: Wearable-Placed strategically in the ear at the time of birth. Contains an accelerometer and works with behavior algorithms to measure and alert you (via an app) to changes in feeding and lying behaviors, that are not "normal" relative to baseline. Some have flashing lights to help quickly identify a calf that needs attention.

#### **Benefits**:

(1) Allows for early and precise disease detection. These work pretty well to catch calves quickly when their behavior starts to deviate from normal. They can alert about one day in advance before a scours diagnosis (due to an increase in lying time and inactivity), and about 5 days prior to a respiratory disease diagnosis.

(2) Optimizes labor and training. It takes a person with keen senses to detect when calves start to become sick. This technology can help monitor, and provide early detection especially for less experienced calf caretakers.

(3) Longevity. This technology can stay with the calf as she matures. Different algorithms can be implemented as she grows through the heifer and mature lactating cow stages.

Challenges:

 This is a great indicator tool, but calf caretakers should still remain diligent in monitoring calves in other ways such as consumption and overall appearance. They should make sure to follow up with any calf that is indicated as well as those who may appear sick, but not show up on the "alert" list. Heat stress can reduce the accuracy of the ear tags by 6-7% due to increased body temperature and coping mechanisms.
 Cost and maintenance. Pricing can range depending on the system, but it is not uncommon to invest \$60-\$200 per animal, plus an annual fee for the system.

(3) Proper placement of ear tag is important. Incorrect administration could cause some infection and discomfort, which is not only undesirable but could make the calf shake her head and create challenges for the system to read properly. Incorrect placement may weigh ears down, or increase the likelihood that the tag fall out as the calf ages.

Other technologies such as boluses (indwelling) and cameras systems (environmental) are also available on the market with more research being done to add to their capabilities and effectiveness in calf management and care. Let me know if you would like to hear more about them in future articles.

Happy New Year!



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Farm Management Given Unfavorable Economic Outlooks for Grains: Suggested Strategies Benefit from Knowing Costs of Crop Production John Hanchar	likeliho market straight
Strategies content for this article drawn from Schnitkey,	Sugges
G., N. Paulson, B. Zwilling, B. Goodrich, C. Zulauf, and Iim Baltz "Perspectives and Strategies for Deal-	Selected

*ing with Low Farm Incomes in 2024 and Beyond." farmdoc daily (14): 183, Department of Agricultural and Consumer Economics, University of Illinois at Urbana-Champaign, October 8, 2024.* 

#### Summary

• Unfavorable economic outlooks for grain farmers for 2024, 2025, and possibly beyond frequent this fall's farm press.

• Overall, a production, marketing, human resources, financial, and legal risk management framework guides risk management activities, while strategies follow the 'avoid, retain, reduce, self-insure,' shift model.

• Because costs of crop production are important factors for many suggested responses, owners of cash grain farms who understand cost summary and analysis concepts, and apply understanding to calculate costs of producing crops are best positioned to: 1) realize benefits of risk management efforts by way of making wise production, marketing, and other risk management decisions; and 2) achieve farm, and family economic, environmental, and community objectives.

#### Background

This fall's farm press contains frequent reporting on current, and expected unfavorable market conditions for cash grain crops. Relatively low prices received expectations combine with elevated prices paid for some inputs to create unfavorable outlooks for returns, net farm income. As of early December 2024 the farm press reports that outlooks are unfavorable for 2024, 2025 and possibly beyond. Awareness and understanding of expected market conditions motivates interest in suggested strategies.

Suggested strategies for realizing risk management benefits during periods of unfavorable economic outlooks seem to appear less frequently compared with situation, and outlook reporting. Risk management strategies for purposes of increasing the likelihood of achieving objectives given unfavorable market conditions for grains can be familiar, and straightforward. Implementation can be challenging.

#### Suggested Strategies

Selected strategies from those suggested by Schnitkey and others follow (source, see reference above).

Evaluate, and implement strategies for managing market, price risk. Realize strategies' limited abilities to substantially improve returns in an unfavorable market environment. Strategies benefit from knowing costs of production. Consider on farm storage, diversification, risk shifting strategies. Use knowledge of costs of production to answer, "What should my price targets be?"

Establish objectives to lower costs. Understand the relationship between lower costs and profit maximization (low-cost producers often maximize returns). Develop a plan for achieving lower costs, implement the plan, and monitor progress. Cost of crop production information is valuable to the owner of a cash grain farm looking to answer the following questions "What crops should I produce?" "What production practices should I employ, for example, conventional or reduced tillage practices, a standard or intensive wheat management system?"

Optimize use of government support. Sources of government support payments include loss coverage programs, crop insurance, emergency funds, and loan programs. Note eligibility and sign up requirements, including deadlines.

<u>Evaluate land and capital purchases.</u> Optimize ownership versus leasing options for land, and capital inputs. Develop and implement short, near and long term strategies. Cost of production information is key to evaluating alternatives.

<u>Prepare a projected cash flow statement, and evaluate</u> <u>expected future financial position.</u> Information from cash flow projections helps with making management decisions, helping to answer "Can the business meet cash obligations in a timely manner?" Cost of crop production is an important cash outflow item. Develop projections, and measure actual cash flows. Farm Management Given Unfavorable Economic Outlooks for Grains: Suggested Strategies Benefit from Knowing Costs of Crop Production Cont.

John Hanchar

#### **Cost Concepts**

Costs of production are defined as values of resources used in the production of goods and services. Traditional resource groupings include land, labor, and capital, where capital is described for its ability to purchase inputs other than land and labor. Labor includes hired family and nonfamily, unpaid family, and operator labor. Examples of goods and services include corn, wheat, soybeans, and custom services among others.

The enterprise cost accounting approach allocates costs to the production of a good or service. Some costs are easier to allocate to a particular enterprise than others. For example, accrual operating expenses such as fertilizers, seeds and plants, and chemicals among others are relatively easy to allocate to corn grain production. Machinery and equipment expenses, both fixed and variable, and labor expenses are more difficult to allocate. Various methods exist for allocating machinery and labor costs including a method that is based upon the hours by enterprise.

A whole farm method for calculating costs of production allocates costs to an enterprise using accrual receipt and expense information from the business' income statement. For example, to estimate the total cost of producing a bushel of corn grain, make the following calculation.

Total cost of producing corn grain = Total costs for the business - Accrual, non corn grain receipts

Dividing by corn grain produced (accrual basis) yields a per bushel measure. Note, use of the word "estimate" above.

Remember these are estimates derived from the business' income statement. The producer who is not comfortable with estimates from the whole farm method can utilize enterprise cost summary and analysis methods to more accurately calculate costs for their business.

Meeting Title	2025 Pesticide Training and Recertification Series
Date	Wednesdays, February 5, 12, 19, 26, 2025; Exam Wednesday, March 5, 2025
Time	7:00 pm – 9:30 pm; Exam: 5:30 pm – 9:30 pm
Location	Cornell Cooperative Extension-Ontario County, 480 North Main Street, Canandaigua, NY
	14424
Cost	\$240.00 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	Cornell Cooperative Extension-Ontario County, 585-394-3977 x 427 or x 436 or email
Info/Registration	nea8@cornell.edu or rw43@cornell.edu Registration form is available on the website
	www.cceontario.org
<b>Brief Description</b>	Anyone interested in obtaining a pesticide certification and meets the DEC (Department of
of Meeting	Environmental Conservation) experience / education requirements <b>OR</b> current applicators
	seeking pesticide recertification credits should attend. 2.5 recertification core credits will
	be available for each class.

#### 2025 Pesticide Training and Recertification Series



FEBRUARY	3ri	Annual CCE NWNY Dairy Day
16	9:30am-10:00am 10:00am-10:10am	Registration and Morning Refreshments Intro and Welcome Margaret Quaassdorff, CCE NWNY Team
2025	10:10am-10:55am	Cornell Ag Systems Testbed (CAST) and Dairy Tech Dr. Julio Giordano, Cornell University
	10:55am-11:10am	Break- Sponsored by Howlett Farms
The Chalet at East Hill Creamery 346 Main St South	11:10am-11:45am	CCE NWNY Research and Project Update Margaret Quaassdorff and Kaitlyn Lutz, CCE NWNY Team
Perry, NY 14530	11:45am-12:00pm	<b>fairlife- NY Dairy's Next Partner</b> Kaitlyn Briggs, DVM, M <u>BA: Dairv Welfare L</u> ead at fairlife
	12:00pm-12:45pm	Kaitlyn Briggs, DVM, MBA: Dairy Welfare Lead at fairlife Lunch- Sponsored by
	12:45pm-1:45pm	Panel: Transition to Rotary Parlor Milking featuring Dairy Producers & Industry Reps
	1:45pm-2:00pm	Wrap-up and Adjourn
NWNY TEAM	includes lunch pro	40 per person (enrollee) or \$50 (non-enrollee) ovided by Old Souls Catering DNSOR: TEAM.CCE.CORNELL.EDU/EVENT.PHP?ID=2441

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#### Tick Talk: New Ticks to Look for on Your Livestock Nancy Glazier

Two significant ticks have come up in conversations I've had recently. They are the Asian longhorned tick (Haemaphysalis longicornis) and the lone star tick (Amblyomma americanum). Each species has its own problems, for livestock and people.

Asian longhorned ticks (ALHT) were confirmed in the United States in 2017, but arrived prior to that, since they were collected on Staten Island in 2014 but identified later. They are very small and can be transported on people, wild birds, pets, and livestock, preferring tall grasses and wooded areas. They feed on warm-blooded domestic and wild animals.

The concern here is the rapid reproduction. Females reproduce parthenogenically (without breeding). Males are rarely found. One female can start a new population when it lays 1,000-2,000 eggs. A heavily infested animal could potentially die from excessive blood loss. Their range in NY is currently Long Island and north to southeastern NY.

Asian longhorned tick is the vector for the protozoan parasite that causes Theileriosis in cattle, sheep, and a few other species. Transmission from animal to animal may also occur with reusing needles. It has similar symptoms to anaplasmosis, such as anemia, fever, jaundice, and weakness. Diagnosis is based on the symptoms and detection of parasites in the lymph nodes fluids. Treatment options are limited. A factsheet can be found here, <u>https://www. aphis.usda.gov/sites/default/files/bovine-theileriosis-infosheet.pdf.</u>

The lone star tick (LST) has been in the US for hundreds of years, described in the late 1700's. It was primarily found in the South but is now found in the eastern half of the country. The female can be identified by the white dot on its brown body. This species is sexual and after breeding and a bloodmeal of 10 days or more, it will lay 2,500-3,000 eggs. Each tick will need three bloodmeals from three different hosts to reach maturity.

The most disconcerting ailment potentially caused by the LST is alpha-gal syndrome. When the tick bites it may transmit the alpha-gal sugar molecule. Humans do not have this in their systems; a lot of mammals do such as cattle, bison, deer, pigs, and sheep. The transmission causes an antibody reaction. This means the next time a person eats red meat, cheese, ice cream, gelatin, or drinks milk, they will have an allergic reaction, mild to severe. Some people experience gastrointestinal symptoms. Symptoms appear 2-6 hours after consumption. There is no cure but one report I read from Dr. Brian A. Fallon, Director of the Lyme and Tick-Borne Disease Research Center at Columbia; symptoms may wane after one to five years. Others will have it for life. Current known populations of LST include Monroe and Erie Counties.

Ticks are difficult to identify, especially in the larval stage due to their size, which may be the size of a poppy seed and nymphs the size of a sesame seed. It is helpful to know ranges of ticks. There are other disease risks from ticks, but I am only highlighting the above-mentioned ones in this article.

Prevention is key. Don't get bit. That sounds simple but we all should consider using tick and insect repellents. Carefully observe livestock for tick infestations. If you are in an area where there are high tick populations treat your livestock for ticks, talk to your veterinarian. Learn how to safely remove ticks. Ticks don't hibernate. Remember, too, to quarantine livestock when newly purchased or brought back to the farm. Treatment should be considered.

Stay tuned to learn more at a Tick Talk webinar in March.



Images of adult lone star tick, enlarged. Source: https://web.uri.edu/ tickencounter/species/lone-star-tick/

Winter Preparations: Setting the Stage for a Successful 2025 Farming Season Jodi Letham

As winter settles in, January offers farmers an opportunity to step back, assess, and prepare for a productive year ahead. While fields lie dormant, this is an ideal time to focus on strategic planning, equipment readiness, and continuing education to ensure a strong start to the 2025 growing season.

#### **Review and Plan**

Begin by reflecting on the previous season's successes and challenges. Evaluate yield data, input costs, and profitability for each crop. Use these insights to fine-tune crop rotation plans and identify areas for improvement. Early ordering of seed, fertilizers, and other inputs ensures access to preferred hybrid/varieties and avoids potential supply chain delays. Livestock producers can assess herd health and update vaccination and feeding schedules to enhance productivity.

#### Maintenance and Upgrades

Keeping machinery and infrastructure in top condition is vital to a smooth start when planting begins. Winter is the perfect time to thoroughly inspect tractors, planters, and harvest equipment. Addressing wear and tear now can save valuable time and stress during the growing season.

Farm structures, including barns, grain bins, and fences, also benefit from a close inspection. Small repairs made during the quiet of winter can prevent larger problems down the road.

#### Financial and Risk Management

Update budgets to reflect changes in input costs and market trends. Review crop insurance policies and financing needs to ensure financial security. Organizing tax records and collaborating with a professional can simplify the tax preparation process, leaving more time to focus on farming goals.

#### Soil Health and Conservation

Winter soil testing provides valuable information about nutrient levels, guiding fertilization plans. This is also a suitable time to evaluate conservation strategies such as cover crops, erosion control measures, and drainage improvements, which contribute to long-term soil health.

#### **Education and Networking**

January is rich with learning opportunities. Attend agricultural workshops, webinars, or conferences (Corn Congress) to stay informed on the latest technologies and practices. Renew certifications, such as pesticide applicator licenses, to remain compliant and competitive. Engaging with local agricultural organizations can strengthen community ties and open doors to innovative ideas and markets.

#### Personal Well-being and Team Building

Winter also brings a chance to focus on the people behind the farm—yourself and your team. Recharge physically and mentally and encourage those around you to do the same. Host team discussions to align goals and foster a shared sense of purpose. Your well-being and the well-being of those who work with you are just as critical to your farm's success as soil health or equipment readiness.

By making the most of this quiet season, you can step into 2025 with confidence and a clear plan. Farming is more than a profession; it is a way of life. Winter preparation is an act of care—not just for your operation, but for the legacy you are building for future generations.

Your extension specialists are here to support you every step of the way. Do not hesitate to reach out for resources or advice as you prepare for the year ahead.



Photo Credit: Jesse Kingston at Kingston Farms

# **Cornell Cooperative Extension**

Northwest NY Dairy, Livestock and Field Crops Program

A partnership between Cornell University and the CCE Associations in these ten counties: Genesee, Livingston, Monroe, Niagara, Ontario, Orleans, Seneca, Wayne, Wyoming and Yates.



February 12, 2025 DoubleTree by Hilton

**Grains Congress** 

1111 Jefferson Rd, Henrietta, NY 14623



NWNY Team CCE-Genesee County 420 East Main St. Batavia, NY 14020



# **Featured Speakers:**



# Peter Johnson "Wheat Pete"

@WheatPete is the resident agronomist with Real Agriculture, where he posts a weekly podcast "Wheat Pete's Word". He is a regular on "Agronomy Monday" on RealAg radio, Sirius Satellite Radio 147. Peter spent 30 years as the Ontario Cereal Specialist, and loves to talk anything agriculture, especially wheat! Peter operates a small farm near Lucan, Ontario, where he constantly tries out new production ideas, and where the "rubber hits the road"! He is enthusiastic and passionate about agriculture, and

loves to be challenged by growers. "Have at him"!!!



# Laura Lindsey

Laura Lindsey is the soybean and small grain extension state specialist at Ohio State University. She received her BS and MS degrees in Soil Science from Ohio State University and PhD in Crop and Soil Sciences from Michigan State University. Her research and extension program focuses on agronomic practices to maximize yield and profitability while maintaining environmental sustainability.

Afternoon Agenda	<b>Registration Information</b>
<u>1:15 PM - 1:45 PM</u> Breaking the Fall: Preventing Wheat Lodging Peter Johnson "Wheat Pete", Agronomist, Real Agriculture Canada	Registrations must be received by: February 10         Name:         Name:         Farm/Business Name:
<u>1:45 PM - 2:15 PM</u> Seedcorn Maggot: Predicting Damage, Risk and Identifying Tools for Better Monitoring Anna DiPaola & Lilly Elliott, Department of Entomology Cornell University	County:
<u>2:15 PM - 2:30 PM</u> Afternoon Break	<pre># Attending:     \$60.00 not enrolled in NWNY Team **</pre>
<u>2:30 PM - 3:00 PM</u> Climate Change and Resiliency for NY Crops Kitty O'Neil, Ag Climate Resiliency Specialist CCE/Harvest NY	\$45.00 if enrolled in NWNY Team ** <i>If you do not receive the monthly newsletter Ag Focus either</i> <i>by mail or email you are NOT enrolled in the NWNY program.</i> <b>To Register and Pay Online:</b> <u>http://nwnyteam.cce.cornell.edu/events.php</u>
<u>3:00 PM - 3:30 PM</u> Integrative Weed Management Strategies in NY Soybean & Wheat Production Vipan Kumar, Weed Scientist Cornell University	To Register and Pay by Check: Send completed form and check made payable to: <i>CCE NWNY Team</i> . Mail to: NWNY Team Attn: Ashley Fazio Attn: Ashley Fazio Attn: Ashley Fazio Batavia NY 14020
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AG FOCUS JANUARY 2025

**Morning Agenda** 

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NOW OFFERING 2 DEC Recertification CREDITS 8:30 AM - 9:50 AM

Registration & Visit Vendors

DEC Recertification Points & Certified Crop Adviser Credits Available. *Please bring your Applicator Picture ID* 

<u>9:55 AM</u> Opening Introductions and Announcements Mike Stanyard <u>10:00 AM - 11:00 AM</u> Battle for the Belt: Which Crop Should Have Planting Priority -Corn or Soybean?</u> Laura Lindsey, Soybean and Small Grain Specialist The Ohio State University

11:00 AM - 11:15 AM

**Morning Break** 

11:15 AM - 12:15 PM

**Growing Great Wheat** Peter Johnson "Wheat Pete", Agronomist Real Agriculture Canada

12:15 PM - 1:15 PM Lunch & Visit Vendors Cornell Cooperative Extension does not endorse or recommend any specific product or service. This program is solely intended to educate consumers about their choices.

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#### Batten Down the Hatches: It's Time to Tighten Your Work Authorization Richard Stup

\*The article below is reprinted from The Ag Workforce Journal, November 25th, 2024. Beyond the change of administration, the new year will also bring the following labor changes to upstate NY: an increase in minimum wage to \$15.50, an increase of minimum weekly earnings to be considered an exempt employee of \$1,161.65 (other restrictions apply to be exempt), 20 hours of paid medical leave for pregnant employees, and the sunset of COVID-19 specific medical leave (as of July 31st 2025).

When encountering rough weather, the sailing ship's captain gave the order to "batten down the hatches!" It means to cover up the doorways and hatches in the deck to prevent seawater from rushing into the ship during the storm. Now is a good time to batten down your work authorization hatches with the possibility of rough seas ahead, because the incoming U.S. presidential administration has consistently emphasized "mass deportation" of unauthorized individuals in the country. No one should panic, campaign promises are not necessarily the same as real world action, but it is likely that employers will be affected by tighter enforcement in the years ahead. Start to batten down those hatches by revisiting your business process for documenting work authorization of new employees using the U.S. government's Form I-9.

Revisit the work authorization process

All employers are required to verify that everyone they hire is eligible to work in the U.S. Employers must view documentation provided by the employee to establish the employee's identity and work authorization. These documents must reasonably appear authentic and must pertain to the employee. The U.S. Citizenship and Immigration Services is the first place to go for I-9 information, find the I-9 form here. The form has changed frequently in recent years, so it's a good practice to download a fresh, updated form from the website each time you hire a new employee. Instructions for form I-9 should be given to employees so that they can choose which documentation to provide, you can also download I-9 instructions in Spanish. Please note that the Spanish version of I-9 can only be

used in Puerto Rico, but employers in other states can provide it as a reference for Spanish-speaking employees.

Make it a consistent procedure

Just understanding I-9 work authorization is not enough, you need a clear and repeatable procedure that will be followed every time a new employee is hired. It's important to have a standard operating procedure (SOP) for verifying and documenting work authorization. An SOP will help make sure the job is done right, every time, so that your business has less legal risk in this area. Use this example I-9 SOP to understand the overall process and train employees who will complete this critical administration task. Note that section 1 of I-9 must be completed by the new employee, and section 2 must be completed by the employer or their authorized representative. Importantly, the section 1 must be signed and dated by the employee, and section 2 must be signed and dated by the employer, in addition the employee's first day of employment must be entered in section 2 by the employer.



Cornell Cooperative Extension of Livingston County NWNY Dairy, Livestock & Field Crops Team 3 Murray Hill Drive Mount Morris, NY 14510

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### **UPCOMING EVENTS**

#### January 9

Agritourism Workshops Monthly Agritourism Accessibility

12PM - 1PM : ZOOM : Free

Registration: https://cornell.zoom.us/webinar/

register/WN\_-GtWRfiPSgakN-DObc-AsHg#/registration January 23

#### Cow Convos Podcast

Episode 19

Listen Here: https://soundcloud.com/user-301921459-118136586/e2-preventative-health-care-in-cows

Registration: https://nwnyteam.cce.cornell.edu/ event.php?id=2441

February 6

2025 NWNY Dairy Day

9:30AM - 2PM : The Chalet at East

Hill Creamery, Perry NY : TBD

February 12 2025 Soybean and Small Grains Congress Registration starts 8:30AM Meeting at 10AM - 3:30PM : DoubleTree by Hilton, Henrietta NY : \$60 non-enrollee

\$45 enrollee Registration: https://nwnyteam.cce.cornell.edu/event.php?id=2448

#### January 21st - March 5th Webinar To Keep or Not to Keep: Dairy Welfare and Profitability Considerations 12PM - 1PM : ZOOM : Free Registration: https://cornell.zoom.us/webinar/register/WN\_3V8B\_M-eTUam2K9603Vj6Q#/registration **Topics**: Longevity Dr. Kaitlyn Briggs January 21 Economics and Data for Culling Dr. Miel Hostens January 28 February 4 Transport Issues for Calves Dr. Catie Cramer February 11 Calf and Heifer Welfare at Culling Margaret Quaassdorff February 18 Cow Welfare at Culling Dr. Julia Herman and Lindsay Ferlito February 25 Managing Euthanasia Drs. Jennifer Walker and Kaitlyn Lutz

March 4 Maximizing Harvest Value Dr. Julia Herman

Helping you put knowledge to work

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