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

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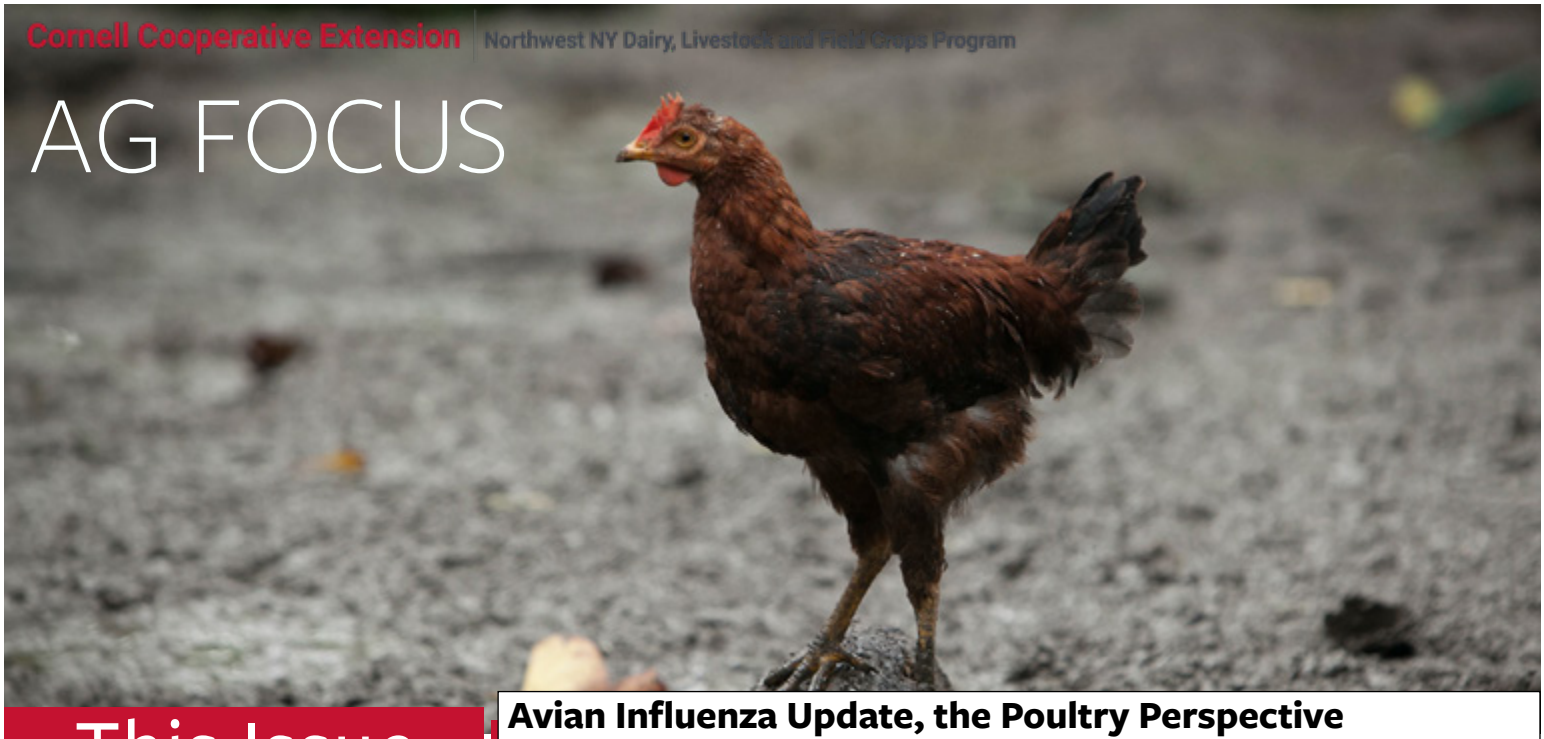

This Issue

Avian Influenza Update, the Poultry Perspective

Nancy Glazier

Highly Pathogenic Avian Influenza continues to cause major losses. As of March 11, 35.83 million birds have been affected by the disease so far in 2025. Since the start of the outbreak in February 2022, over 166 million birds have been affected in all 50 states and Puerto Rico. That's a lot of losses.

Where does New York fit into the outbreak? There have been 20 confirmed cases since January 1 and 45 flocks since February 2022. The biggest loss was to a duck farm on Long Island where 101,000 ducks were euthanized. They had been in business since 1908 and are unsure if they will restart the farm after this devasting loss. They continue to remain under quarantine. This farm practiced stellar biosecurity.

The NYC live bird markets have had 2 separate outbreaks in 2025. The first started early February. February 7 all bird markets were shut down by NY Ag & Markets so they could be sold down, cleaned, disinfected, and remain empty for 5 days. This order impacted approximately 80 markets. Outbreaks were again detected and confirmed March 3-10 in Kings, Queens, Bronx, and Richmond Counties.

There have also been cases in backyard flocks in Ulster, Delaware, Putnam, Suffolk, Madison, and Westchester Counties this year.

Mortalities in disease outbreaks need to be handled carefully and properly. Disposal is either by composting on-site or sent to landfills.

What's odd about this outbreak? There has only been one month in the past 38 months when there has not been a confirmed case in poultry across the country. There were no outbreaks in NY for 11 months, February 2024-January 2025.

Cont. on page 3

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Avian Influenza Update, the Poultry Perspective Cont.

Remember to practice food safety with poultry and to always cook eggs and meat to 165 degrees. This ensures that no virus will survive.

Always practice biosecurity if you have poultry or will be visiting poultry farms.

- Discourage unnecessary visitors and use biosecurity signs to warn people not to enter buildings without permission.
- Ask all visitors if they have had any contact with any birds in the past five days.
- Forbid entry to employees and visitors who own any kind of fowl.
- Require all visitors to cover and disinfect all footwear.
- Lock all entrances to chicken houses after hours.
- Avoid non-essential vehicular traffic on-farm.
- After hauling birds to processors, clean and disinfect poultry transport coops and vehicles before they return to the farm.
- Report anything unusual, especially sick or dead birds, to Ag & Markets.

In addition to practicing good biosecurity, poultry owners should keep their birds away from wild ducks and geese and their droppings. Outdoor access for poultry should be limited. Be cautious walking fields with migrating waterfowl. Clean your boots when returning to the farm.

To report sick domestic birds, unexplained high number of deaths, or sudden drop in egg production, please contact the Department's Division of Animal Industry at 518-457-3502 or the USDA at 866-536-7593. If you find sick or dead wild birds call NYS DEC at 518-402-8883, or report on their online form, https://survey123.arcgis.com/share/dee-381c0ee8a4114a83dc1892fc0f7ed.

Check Out The NWNY Team Blog!

Features Crop Alerts, Dairy Alerts, Bilingual (Spanish) Resources, Upcoming Events: and more from our team members.

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To sign up, employees can text their name and farm name to (585) 689-3114 on WhatsApp.

Spring Forage and Nutrient Management Outlook for Northwestern New York

Jodi Letham

As forage producers in Northwestern New York prepare for the 2025 growing season, the combination of recent winter weather patterns and rising fertilizer costs presents both challenges and opportunities. The past winter provided substantial snow cover across the region, which may have insulated forage crops from extreme cold and improved soil moisture levels heading into spring. However, the increase in fertilizer prices driven by trade disputes and supply chain disruptions will require strategic nutrient management to maintain profitability and optimize yields. This article focuses on how recent winter conditions are likely to affect forage stands, outlines the current fertilizer market situation, and provides best management practices for April to position Northwestern New York forage producers for a successful season.

Winter Conditions and Potential Impact on Forages

The winter of 2024–2025 was characterized by above-average snowfall across Northwestern New York. According to the National Oceanic and Atmospheric Administration (NOAA, 2025), a major lake-effect snowstorm in late November and early December brought accumulations of over 65 inches to areas like Pinckney and Watertown. Buffalo and surrounding regions also experienced significant snowfall in mid-January, with some locations recording over 24 inches in a single event. Consistent snow cover provides several agronomic benefits for forage crops. Snow acts as an insulating layer, protecting plants from extreme cold and reducing the risk of winterkill. Alfalfa and other perennial legumes benefit from this insulation, which helps maintain root health and crown integrity. Additionally, the snowmelt will contribute to soil moisture recharge, improving early spring growth potential.

However, the risk of winter damage remains, particularly for alfalfa and other deep-rooted forage species. Rapid thawing and refreezing can lead to crown heaving, where plants are physically pushed out of the ground due to soil movement. Heaving can expose crowns to desiccation and frost damage, leading to stand thinning and reduced yield potential. Additionally, ice encasement—where melting snow refreezes around plants—can suffocate forage stands and cause crown rot. Late-season frosts also remain a threat, particularly for cool-season grasses and legumes that may break dormancy early. To assess winter injury, producers should walk fields as soon as soil conditions allow. Signs of heaving, exposed roots, and crown damage should be documented. If more than 30% of the stand shows evidence of heaving or crown damage, overseeding or interseeding with grasses or legumes may be necessary to restore stand density. Alfalfa stands that have thinned to fewer than three plants per square foot should be rotated out or renovated with a new seeding. If reseeding is required, selecting a mix of cool-season grasses and legumes adapted to the local climate will help ensure better stand establishment and resilience to future weather extremes.

Fertilizer Market Update and Nutrient Management Strategy

The fertilizer market remains highly volatile, with prices in early 2025 reflecting ongoing trade disputes and global supply challenges. The United States implemented a 25% tariff on most Canadian fertilizer imports in early 2025, which has driven up the cost of key nutrients, including nitrogen (N), phosphorus (P), and potassium (K) (Reuters, 2025). Urea prices have increased by approximately 17% over the past year due to supply chain disruptions and reduced global production capacity. Potash prices have risen by 12% as major producers in Eastern Europe have cut back on production to stabilize global supply levels. Phosphorus prices, while more stable, are still high, averaging around $850 per ton (USDA, 2025). The combination of higher costs and logistical challenges will require producers to focus on improving fertilizer efficiency and reducing waste.

Soil testing should be the foundation of any nutrient management strategy. A comprehensive soil test will provide essential data on nutrient availability, soil pH, and organic matter content, allowing producers to make informed fertilizer decisions. Producers should follow the 4Rs of Nutrient Stewardship: Right Source, Right Rate, Right Time, and Right Place. Selecting the right fertilizer blend based on soil test results and crop requirements will prevent over-application and reduce costs. Applying nitrogen at the right time—after soil temperatures reach at least 50°F—will minimize losses due to volatilization and denitrification.

Banding phosphorus and potassium close to the root zone will improve nutrient uptake efficiency and reduce runoff risk.

Producers should explore alternative nutrient sources to offset higher commercial fertilizer costs. Composted manure provides a slow release of nitrogen and organic matter to improve soil health. Liquid manure is effective for early-season nitrogen application if applied under cool, dry conditions to minimize volatilization. Incorporating winter rye or triticale as a cover crop provides organic matter and nitrogen for the following crop. If manure is applied, it should be incorporated quickly to minimize nutrient losses through volatilization and runoff. Adjusting nutrient management plans based on real-time market conditions will be critical for managing input costs. If fertilizer prices continue to rise, reducing nitrogen rates or shifting to more nitrogen-efficient forage species may be necessary to control input costs without sacrificing yield potential. Producers should also evaluate the return on investment for each fertilizer input and adjust rates based on crop response and soil test data.

Forage Management Recommendations for Spring
Alfalfa and other legumes that survived the winter in good condition should respond well to early-season nitrogen and potassium applications. Producers should delay cutting until at least the early bud stage to allow alfalfa to rebuild root reserves after winter dormancy. Applying phosphorus and potassium according to soil test recommendations will support early root growth and improve winter recovery.

Cool season grasses like orchardgrass, timothy, and fescue will benefit from early nitrogen applications. A rate of 30–40 lbs/acre of nitrogen applied at green-up is generally sufficient to support early-season growth. However, excessive nitrogen can lead to lodging and lower forage quality, so split applications may be beneficial for heavy-yielding stands. Annual forages such as rye, triticale, and oats should be planted early to maximize yield potential. Winter rye and triticale should be terminated at the boot stage to maintain digestibility and quality. If winter-killed stands require reseeding, oats and Italian ryegrass can provide quick cover and high forage yield under cool conditions. Selecting forage varieties adapted to the growing conditions in Northwestern New York will improve stand resilience and forage quality.

Pest and Disease Management
The mild winter combined with consistent snow cover may increase pest and disease pressure in 2025. Alfalfa weevil emergence is expected to be earlier than usual. Producers should begin scouting in late April and consider early insecticide treatment if threshold levels are reached. Black cutworm, armyworms and leafhoppers are also likely to be more prevalent in grass and alfalfa stands. Monitor for feeding damage and apply targeted insecticide treatments if necessary. Leaf spot diseases in alfalfa and grasses may develop under wet spring conditions. If symptoms appear, an early fungicide application may be necessary to protect yield potential. Producers should rotate fields and avoid harvesting during wet conditions to reduce disease spread. Regular scouting and early intervention will be critical to managing pest and disease pressure this season.

Summary
The combination of strong soil moisture levels and strategic nutrient management will position Northwestern New York forage producers for a productive growing season. Efficient use of fertilizer inputs and early pest management will be critical to maximizing yield potential and controlling production costs. A proactive approach to scouting, soil testing, and nutrient management will help ensure a successful forage crop in 2025.

References
National Oceanic and Atmospheric Administration (NOAA). (2025). Great Lakes snowfall report, November 2024 to January 2025. https://www.noaa.gov

Reuters. (2025). US, Canadian farmers face soaring fertilizer prices amid trade war. https://www.reuters.com

United States Department of Agriculture (USDA). (2025). Fertilizer prices expected to remain high into 2025. https://www.usda.gov

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Northwest NY Dairy, Livestock and Field Crops Program

GENEX

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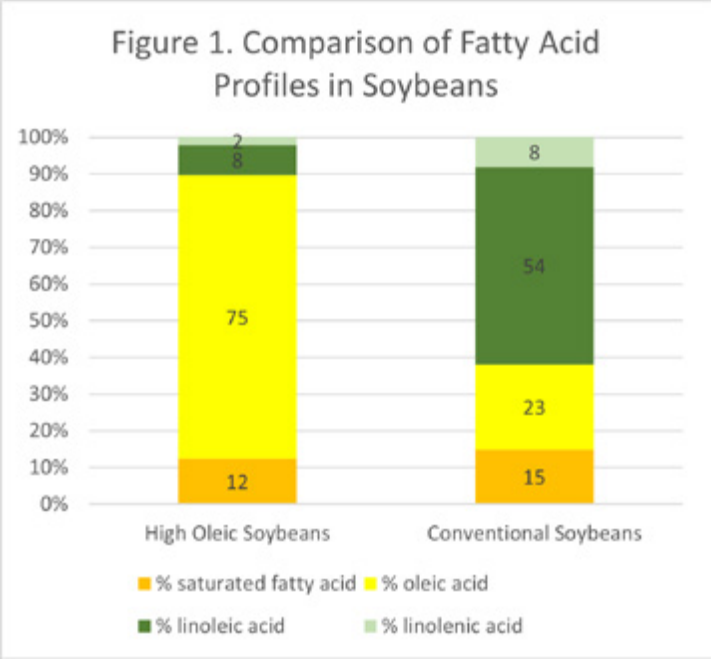
What is Different and Special About High-Oleic Soybeans for Dairy?

Margaret Quuaasdorff

High oleic soybeans were first developed for the food industry to increase longer shelf life and fryer oil life, due to a higher ratio of oleic acid (a monounsaturated fatty acid) versus linoleic acid (a polyunsaturated fatty acid (PUFA)) content. Over the last several years, research has shown that they benefit milk fat production when fed in dairy diets. While both conventional and high oleic soybeans contain similar protein and fat content, they differ in their fatty acid profiles (see Figure 1). Conventional soybeans contain less than 25% oleic acid, and a high amount of linoleic acid. High oleic soybeans have close to 75% oleic acid, and less than 10% linoleic acid.

Conventional soybeans have been limited in dairy cow rations in the past because the high level of



PUFA they contain disrupts normal rumen microbial populations and fermentation processes leading to milk fat depression.

Recent research across several universities has indicated that feeding high oleic soybeans can have positive impacts on dairy cow milk fat production, percentages, and milk yield. The return on investment of high oleic soybeans can vary from farm to farm depending on feeding rates in the diet, other feed ingredients included in the ration, and feeding strategies. Typically feeding rates of high oleic roasted ground soybeans range from 3 to 8 pounds per cow per day verses a maximum inclusion rate of 5 pounds per cow of conventional soybeans. Put simply, if fed in excess of 5 pounds per cow per day, the amount of PUFA in conventional soybeans causes a disruption in the synthesis of milk fat, leading to milk fat depression. Due to the different fatty acid composition of high oleic soybeans in rations, cows tend to increase in milk fat production, and specifically in the form of preformed fatty acids versus de novo fatty acids(short-chained fatty acids made in the mammary gland), or mixed fatty acids (those formed from feed and those made in the mammary gland combined).

Work at Cornell University has shown that a goal of milk fatty acids for Holstein herds should be:

- De novo: 0.8 grams per 100 grams
- Mixed origin: 1.3 grams per 100 grams
- Preformed: 1.3 grams per 100 grams

For farms producing adequate amounts of high-quality forage, and for those that have enough extra land base, the opportunity to feed a homegrown protein source can be a way to reduce purchased feed costs associated with conventional soybean meal, and bypass protein and fat sources. That is, of course, if they are properly processed before adding them into the dairy cow ration. In the recent Hoard's Dairyman Intel article, "How do homegrown grains fit on dairies?", Joe Lawrence, Forage and Agronomy specialist with Cornell PRO-DAIRY, notes that attention to detail in on-farm roasting consistency is one of the keys to success with high oleic soybeans. Properly roasted soybeans can reach 40-50 percent rumen bypass protein (that which is efficiently digested in the small intestines), but excessive roasting can overheat the beans and destroy proteins to a point where they cannot be digested well anywhere in the tract. In addition, roasted soybeans should then be ground or rolled so that they may be thoroughly digested by the cow, and not passed through. Storing them properly off the ground to maintain their quality is also important.

For more information, please read the publication "Using High Oleic Soybeans in Dairy Diets" by Dr. Tom Overton of Cornell University.

Let's Get Ready for Winter Wheat!

Mike Stanyard

It's that time again to start getting excited about winter wheat in NY. The last USDA NASS NY wheat report on November 24 had 95% of the wheat crop emerged and 80% of the crop rated Good to Excellent. That's a little better than last year. They also estimated that 130 thousand acres were planted, 5 thousand less than the year before. The NY wheat average was 75 bu/a last year. Down 6 bushels from 2023.

We had a "normal" NY winter, and had plenty of snow to keep the wheat safe and the snowmobilers happy. We finally got rid of most of our snow the first week of March and on March 11, it was sunny and 64 degrees. The wheat was waking up and the calls on early nitrogen began. The wheat crop looked good as of mid-March and much of it had a good green color. I know that some dry nitrogen was applied early. It is important to have a little nitrogen available as soon as it wakes back up. The periods of nice weather have given everyone ample opportunities to walk your wheat fields and see how the stand looks. Once we confirm that the plant stand looks good, we need to assess tiller numbers to determine nitrogen amount and timing.

Tiller Counts and Nitrogen. In past articles I have discussed counting the number of tillers to determine if you should put all your nitrogen up front at green up, split it into two applications, or put it all on at Feekes Stage 6 (jointing). I'm sure many of you have already assessed how many plants and tillers you have per square yard. If you have not and need a refresher course, see my short video on how to do so, https://www.youtube.com/watch?v=tFfJ0me-OzY&list=PLBMGyzTr13dsj4Ufdu6D-le2AJtGJbyo6z&index=7 , on the NWNY Team's YouTube channel.

See chart as example of tiller number and N timing and amounts. If your plant/tiller counts are low, be prepared to get more N on early as wheat plants green up fast and need to be fed. This N is utilized to increase vegetative production and promote additional tillers.

Early wheat growth in Western NY. Photo: M. Stanyard

Unfortunately, spring tillers will not yield as well as fall tillers. If tiller counts are in the middle, then get some N on early and the remainder on at jointing. If tiller counts are high, hold off on applying N at green-up and apply it all at jointing. This later N application timing should coincide with stem elongation which means nitrogen is going towards increasing the number of seeds per head and seed size. I know some growers that apply 20-25 pounds of N early even if their tiller count is adequate, to protect against the potential yield loss from a delayed application due to wet soil conditions.

Tiller Number (per sq. yard)	Nitrogen Recommendation
< 300	up to 60 units of N at green up, rest applied at GS 5-6
450-600	Up to 45 units of N at green up, rest applied at GS 5-6
>700	No N at green up*, all N applied at GS 5-6 * Some growers are applying 20-25 lbs.

Every year I get questions about how much nitrogen should I be applying each year. Of course that varies by soil type, crop rotations and soil amendments (manure). Here in WNY most growers fall between the 90 to 120 pounds/acre. The lower end on dairies and with veg rotations like peas, cabbage, squash etc. In a high wheat management system, I do recommend the use of a growth regulator like Palisade to improve standability. For best results, apply when the stem is elongating. Shoot for Feekes 6 (first node above ground and you are still safe a little before that and a little after. Be careful not to apply when the plant is under stress, particularly freezing temperatures.

Spring Weed Control. I think that spraying weeds in the fall is a huge advantage as you never know what the weather will be like in the spring and timely weed control can be tricky. If you didn't get it done, remember that the earliest planted fields can be full of winter annual weeds: purple deadnettle, chickweed, chamomile, and marestail. These weeds can drastically reduce wheat yields if not controlled. Adding Huskie to a Harmony Extra program has been a good mix to take out marestail in the fall or spring. The taller the marestail gets, the harder it will be to control. Utilize Osprey Xtra if roughstalk bluegrass is starting to become an issue on your farm. I continue to see more of this grass taking over fields each year. When it heads out, it looks like an orange haze over the field. We still encourage that you do not mix your herbicide and nitrogen applications and spray separately. Stream bars and nozzles have been a game changer when it comes to liquid nitrogen application and reducing leaf burn.

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2014 KENWORTH T880 DAYCAB; 500 HP Paccar MX13; 18-Spd. Manual; 14.6K F/A; 46K Full Locking Rears; Kenworth 8-Bag Air Ride Susp.; 12R22.4 Front Tires; 11R22.5 Rear Tires; 202" WB; 3.91 Ratio; 507,195 Miles; Stk. # 6965 - **$55,900**

2009 INTERNATIONAL PAYSTAR 5600i; Cummins 430 HP; Engine Brake; Alison Automatic Trans.; 20K F/A; 65K Rears; Hendrickson Spring; 244" WB; PTO; Double Frame; Supreme 1400T Tailgate Chute; (2) Mixing Augers; Wide Rear Conveyor; 35,054 Miles; Stk. # 6901 - **$108,700**

2019 WESTERN STAR 4900 DAY CAB; 560/600 HP Clean Detroit DD16 Engine; Allison 4500 RDS Auto. Trans.; 13,220# F/A; 46K Full Locking Rears; AirLiner Susp.; 204" WB; Headache Rack; Dual Exhaust & Air Cleaners; 4.56 Ratio; 484,488 Miles; Stk. # 6971 - **$89,900**

2000 PETERBILT 357 w/KUHN KNIGHT VT180 VERTICAL FEED MIXER; Truck Scale System; Cummins ISM (Recent In-Frame Overhaul); Allison Auto. (Reman Weller Trans.); 20K F/A; 46K Rears; 397,000 Miles; 6,889 Hours; Stk. # 6829 - **$78,900**

2006 KENWORTH T800 CHASSIS; Heavy Single Frame; 390 HP CAT C13; 13-Spd. Manual; 16K F/A; 46K Full Locking Rears; Air Ride Susp.; 22'6" Frame Behind Cab; 168" CT; 85,554 Miles; Stk. # 6785 - **$49,900**

2007 WESTERN STAR 6900 CAB & CHASSIS; XD TRI-DRIVE; Double Frame; 490 HP Reman Detroit 14L Engine In 2015; Allison RDS4500 Trans.; 20K F/A; 69K Full Locking Rears; 272" WB; 330" Bridge; 25'6" Frame Behind Cab; Front Engine PTO; 7.17 Ratio; Stk. # 6481 - **$59,450**

(3) 2017 PETERBILT 567 DAYCAB; 500+ HP Clean Paccar MX13 Engine; Allison 4500 RDS Auto. Trans.; 12K F/A; 46K Locking Rears; Air Trac Suspension; 206" WB; 4.30 Ratio; Wetline; 462K/521K/567K Miles; Stk. # 6997/6998/6999 - **$58,900 Ea.**

2014 FREIGHTLINER CORONADO SD122 CAB CHASSIS Clean, Double Frame; 450 HP Cummins ISX15; Allison 4500 RDS Auto. Trans.; 18K F/A; 46K Full Locking Rears On AirLiner Susp.; (2) 11K Steerable Lift Axles; 292" WB; 198" CT; 24'8" Frame Behind Cab; 4.10 Ratio; 374,584 Miles; Stk. # 6976 - **$68,900**

2015 WESTERN STAR 4900SB TRI-DRIVE DUMP TRUCK; Double Frame; 560 HP Detroit DD16; 18-Spd. Manual; 20' Tub Style Steel body; 20K F/A; 57K Full Locking Rears; Plumbed For Pup Trailer; AirLiner Susp. 355,813 Miles; Stk. # 6780 - **$87,000**

2013 PETERBILT 367 DAYCAB; Very Clean; 390 HP Cummins ISX; Allison Auto. Trans.; 212" WB; 20K F/A; 46K Full Locking Rears; Wetline; Air Trac Susp.; 18,400 lb. Chassis Weight; 15' Frame Behind Cab; 130" CT; 213,229 Miles; Stk. # 6768 - **$74,900**

1999 INTERNATIONAL PAYSTAR 5000 DOUBLE FRAME DAYCAB; Cummins N14 370+ HP; Allison Auto. Trans.; 184" WB; NEWAY Air Ride Susp.; Wetline; Rubber 95%; 90,427 Miles; Stk. # 6745 - **$34,900**

2005 PETERBILT 357 CAB & CHASSIS; Cummins ISM 385 HP; Jake Brake; Allison Auto. Trans.; 20K F/A; 46K Rears; 252" WB; 21' Frame Behind Cab; 168" CT; Chalmers Susp.; Rear Engine PTO (REPTO); Frame Has Been Sandblasted and Painted; 68,882 Miles and 14,682 Hours; Stk. # 6924 - **$56,900**

(2) 2007 MACK CHN613 DAY CAB TRACTOR; Low Mileage; 380/410 HP Mack AC; 13-Spd. Manual; 14K F/A; 44K Rears On Camelback Susp.; 210" WB; Wetline, 63K/45K/53K Miles; Stk. #6873/6872/6895 - **$42,900**

2012 MACK LEU613 PACKER; Double Frame; Labrie Side Load Packer; 20K F/A; 46K Rears; Haulmaax Susp.; Allison Auto. Trans.; LH/RH Side Drives; 212" WB; 180" CT; 20'6" Frame Behind Cab if the Packer is Removed. ***HP Can Be Increased to 395-425 with Software Flash.*** 59,375 Miles/13,276 Hours - **$54,000**

2009 MACK GRANITE GU813 CAB & CHASSIS; Double Frame; Mack 395 HP; Allison Auto.; 20K F/A; 46K R/A; Air Ride Susp.; 280" WB; 20'6" Frame Behind Muffler; 174" Frame Behind Muffler To Center of Trunnion; 169,543 Miles; Stk. # 6550 - **$58,900**

2004 STERLING L9500 DUMP TRUCK; Double Frame; Mercedes OM 460LA 18-Spd. Manual; 24' Alfab Alum. Body w/60" Sides and 6" Sideboards; Tarp; 20K F/A; 46K Locking Rears; Hendrickson HN Susp.; (4) 11K Steerable Lift Axles; 425/65R22.5 Front, 11R24.5 Drive Tires; 310" WB; 246" CVT; 24'6" Frame Behind Cab; 583,000 Miles; Stk. # 6931 - **$62,900**

2007 STERLING LT9500 CAB & CHASSIS; Clean; Double Frame; 385 HP CAT C13; Allison Auto.; 20K F/A; 46K R/A; Hendrickson Spring Susp.; 248" WB; 184" CT; 21' Frame Behind Cab (Muffler Takes Up 14'); 276,988 Miles; Stk. # 6914 - **$49,500**

2005 PETERBILT 357 CAB & CHASSIS; Cummins ISM 350 HP; Jake Brake; Allison Auto. Trans.; 20K F/A; 46K Rears; 252" WB; 21' Frame Behind the Cab; 168" CT; Chalmers Susp.; Rear Engine PTO (REPTO); Frame Has Been Sandblasted and Painted; 163,857 Miles and 17,869 Hours; Stk. # 6925 - **$56,900**

2000 OSHKOSH; Detroit Diesel V8 500 HP Turbo Diesel Engine; Engine Brake; Automatic Trans.; 86,000 lb. GVWR; Two 55,000 lb. Winches; Aux. Winch; 8x8; Rear Wheel Steer; Exhaust Brake; Air Ride Susp.; PTO; Fifth Wheel Ramp Plates; Central Tire Inflation System; Stk. # 6696 - **$59,900**

2010 MACK TITAN TD713 RAWHIDE DAYCAB; 605 HP Mack MP10; Maxitorque ES 18-Spd. Transmission; Headache Rack; 18K F/A; 46K Full Locking Rears; Neway Air Ride Susp.; 220" WB; Wetline; 437,396 Miles; Stk. # 7028 - **$64,000**

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Intercultural Management on Dairy Farms

Kaitlyn Lutz

Spring is an invigorating and busy time for dairy farms, which highlights the need for efficiency in all areas. Achieving efficiency requires a strong focus on human resource management, which most farm owners tell me is not the reason they got into farming! As a veterinarian, this is not the reason that I chose my career path either; however, after a decade of working with dairies I learned that excellent herd health went hand in hand with excellent employee management.

According to the USDA Economic Research Service, as of 2021 63% of agricultural workers were Hispanic and 44% were not born in the United States. These demographics present another layer of management considerations in the form of language and cultural differences. Before discussing culture, it is important to understand that stereotyping cultures is dangerous and creates difficulties in reaching common ground. Instead, the objective of acknowledging cultural differences is to promote empathy, respect and tolerance.

Intercultural management aims to minimize conflict and misunderstandings that can result from cultural clashes and strengthen communication and teamwork. Since most of the foreign-born dairy employees in the US are from Mexico or Guatemala, let's look at some key aspects of these national cultures that can influence management.

Power Distance. This refers to how well less powerful members of society accept unequal distribution of power. In other words, do I expect to be treated the same as my supervisor? In Mexico and Guatemala, power distance is very high, meaning that society generally accepts inequality as inevitable. In contrast, the United States has very low power distance. This presents a rift in how employees expect to be managed. The American herd manager expects her employees to take initiative; however, the Mexican milking technician expects to be strongly directed as to what tasks to complete. Explaining these expectations up front can encourage employees to think on their own and problem solve.

Individualism. Both Guatemala and Mexico are collectivist societies, meaning that there is a strong focus on group identity. As you may have guessed, the US is a highly individualistic society. This can cause miscommunication in a multicultural workplace for a few reasons. Collectivist societies tend to communicate indirectly and take a while to establish trust; however, if time is taken to establish this trust there is much loyalty. For example, a Guatemalan milking supervisor may not feel as comfortable bringing an issue with his milking team up with the American owner due to strong identification with his group. Meanwhile the American owner expects direct and frequent feedback from this mid-level position. A few ways I see supervisor's increase trust among employees include taking an interest in their personal/family life and providing frequent, specific job feedback. Both show the importance of each employee as an individual.

Language. We cannot ignore language as a challenge in management of our multicultural workforce. Luckily, resources for translation and the number of bilingual employees are increasing. Even learning a few simple phrases and using them to greet your employees daily will go a long way to establishing the trust needed by Hispanic employees to view you as part of their collective group. Stay tuned for current research being done by Cornell looking into the use of Artificial Intelligence to translate dairy farm language (Standard Operating Procedures etc.).

Resources: www.hofstede-insights.com

Science-Based Strategies for Equine Pasture Management in the Northeast Series

Register:
https://nwnyteam.cce.cornell.edu/event.php?id=2561

SCHEDULE

6 pm - 7:30pm | ZOOM*

$150 FOR SERIES

3/5	**Session One: Introduction & The Role of Pastures in Equine Health & Nutrition**
3/19	**Session Two: Soil Health & Fertility Management & Forage Selection & Establishment**
4/2	**Session Three: Grazing Management Strategies & Weed & Pest Management**
4/16	**Session Four: Manure & Nutrient Cycling & Seasonal & Long-Term Pasture Maintenance**
4/30	**Session Five: Real-World Applications *on-farm site TBD* & Expert Insights & Conclusion & Actionable Steps**

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

Cornell Cooperative Extension
AGRICULTURAL WORKFORCE DEVELOPMENT

Register

Do you have Spanish-speaking farm employees eager to advance their careers and enhance communication on your farm? The **Agricultural English Mentorship (AEM)** program by Cornell Agricultural Workforce Development (CAWD) is designed to meet these needs. With over 60% of farm employees in the U.S. being native Spanish speakers, many face challenges with English proficiency, impacting their ability to communicate effectively and progress in their careers. CAWD addresses this issue with AEM, a unique, agriculturally centered English program that combines professional instruction, dedicated mentorship, and student-driven performance. AEM ensures that learning English is both effective and engaging, directly relevant to your employees' daily tasks and long-term goals.

Course Format

1. **Agricultural Focus:** Designed specifically for Spanish speakers, AEM offers a more visual and auditory learning experience using real-life farm scenarios, making it practical and relatable.
2. **English Instruction:** Accessible pre-recorded videos allow employees to learn at their convenience. Each week includes a live Zoom session with ESL instructors, providing personalized instruction on pronunciation and other language tips.
3. **Mentorship:** Each farm is encouraged to appoint an English-speaking mentor to meet with the student once a week. These 15-minute sessions focus on specific farm terminology, with exercises provided in advance. This mentorship element is crucial for success, fostering stronger relationships between English-speaking leadership and their Hispanic workforce.

Course topics:
Lesson 1: The Alphabet and Vowel Sounds
Lesson 2: Introductions and Greetings
Lesson 3: Farm Mission Statements
Lesson 4: The History of the Farm (Learning Numbers)
Lesson 5: The Employee Handbook
Lesson 6: The Values and Culture of the Farm

By actively participating in AEM, your farm will gain the skills and confidence to bridge language gaps, enhancing communication and productivity.

Course Dates and Materials

This course is offered virtually through the Moodle app, accessible from your phone or computer. Materials will be available beginning April 14, and live discussion sessions will be held via Zoom every Friday from April 18 through May 23, 2025 from 2-3 PM EDT.

Participation in the Zoom sessions offers valuable collaborative learning opportunities and personalized guidance from instructors, so attendance is highly encouraged. To get the most out of the course, it is recommended that you dedicate at least two hours per week to the activities. Having an English-speaking mentor on your ranch is a key component to success in the program.

Register Online

https://web.cvent.com/event/d9850f61-f312-4cd0-9b1d-2a11e567e275/summary

Cornell Cow Convos

a podcast by Cornell Cooperative Extension

This monthly podcast series led by PRO-DAIRY and CCE Dairy Specialists features current, new and emerging topics of interest to the dairy industry. This series also features specially selected interviews with dairy farmers and industry experts and invites suggestions from our listeners for future topics.

Episodes released on the last Thursday of each month

Listen to it wherever you get your podcasts!

Submit your topic suggestion here
https://cornell.ca1.qualtrics.com/jfe/form/SV_bHF0mJo62tFans2_

CCE Dairy Educators

Registration is Open for NYS' 2025 Farm Employer Overtime Credit Advance

John Hanchar

This article provides selected information from a recent NYS Department of Agriculture and Markets press release <file:///C:/Users/John%20Hanchar/Downloads/State%20Department%20of%20Agriculture%20Reminds%20Eligible%20Farmers%20Registration%20is%20Open%20for%20New%20York's%202025%20Farm%20Employer%20Overtime%20Credit%20Advance%20_%20Agriculture%20and%20Markets.htm>

Summary

In a March 3 press release, the NYS Department of Agriculture and Markets
• reminded eligible farmers that registration is now open for NYS's 2025 Farm Employer Overtime Credit Advance program
• encouraged eligible farm business owners to begin record keeping for the January 1 through July 31, 2025 timeframe in preparation for a September 30 application submission date
• consider choosing to delegate authority to a representative (for example, a tax preparer) for application completion, and submission of the farm employer's behalf to apply for reimbursement later this year

Background

For many tax payers, income tax season is predominately driven by the annual mid-April filing date. For farm business owners, tasks, and responsibilities tend to require year round duties. For example, consider NYS' Farm Employer Overtime Tax Credit. In a March 3 press release, the New York State Department of Agriculture and Markets (NYSDAM) reminded eligible farmers that registration is now open for New York's 2025 Farm Employer Overtime Credit Advance program. NYS Governor Hochul worked to create the farm employer overtime tax credit as part of her 2022 State of the State pledge. The Farm Employer Overtime Credit is a refundable tax credit available for eligible farm employers who pay overtime wages based upon the gradual phase-in of the overtime threshold in NYS.

Labor is a major focus of farm business owners' management efforts as: 1) it is one of the largest expenses by input category, 2) hired labor expenses per hired worker rise annually, 3) it is source of considerable risk, and uncertainty regarding availability, skill levels, turnover, and other factors. Regarding the overtime credit program, NYS Agriculture Commissioner Richard A. Ball said, "The State is once again ready to roll out the Farm Employer Overtime Credit Advance to provide farmers with the resources they need to support their workforce and meet their food production goals. Last year, in coordination with the Department of Tax and Finance, we were able to provide timely cash flow assistance to farmers across the State through the overtime advance program and it is our hope that, this year, even more farmers look at the resources we have available, learn more about the Farm Employer Overtime Credit Advance program, and take part in this great opportunity." NYSDAM reminds eligible farmers that registration is now open for New York's 2025 Farm Employer Overtime Credit Advance program, and encourages farmers to begin recordkeeping for the January 1 through July 31 2025 timeframe to apply for reimbursement later this year.

Additional Information, and Resources

Farmers can apply for this refundable credit if they or their business are an eligible farmer, and they employ eligible farm employees that were paid eligible overtime. To benefit from this timely cash flow assistance, farm business owners are encouraged to prepare to apply this year by taking the following steps.

• Ensuring that they are registered for a NY.gov ID through My.NY.gov.
• Taking the farm employer eligibility assessment to establish if they (the farm employer) expect to meet the eligible farmer income requirements for their tax filing type at the end of the tax year.
• Discussing the program with their tax and payroll advisors to ensure they are keeping necessary records for the overtime credit.
• Registering their farm in the online portal now if they plan to apply for the advance payment. The application portal can be accessed by visiting taxcredit.agriculture.ny.gov.
• Farm employers who were registered in 2024 should go into the portal now to ensure their registration information is accurate and up to date.
• Optionally, choosing to delegate authority to a representative (e.g., a tax preparer), who may complete and submit the application on the farm employer's behalf later in the year.

Please refer to the press release with web address provided following the title of this article.

Additional information and resources, including important deadlines can be found on the Department of Agriculture and Markets' website at <agriculture.ny.gov/farming/farm-employer-overtime-credit-advance>, and the DTF website at <tax.ny.gov/pit/credits/farm-employer-overtime-credit.htm>. Questions regarding the advance may be directed to farmOTadvance@agriculture.ny.gov or (518) 457-7076.

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

April 24

Cornell Cow Convos
Episode 22

Podcase Episode

Listen Here:
https://soundcloud.com/user-301921459-118136586/sets/cornell-dairy-convos

April 25-26

Beef & Dairy Bovine Reproduction & Artificial Insemination Training

9:30AM - 3:30PM :Mulligan Farm, Avon NY : $250

Registration:
https://nwnyteam.cce.cornell.edu/events.php