

NORTHWEST NEW YORK DAIRY, LIVESTOCK & FIELD CROPS TEAM

What to Expect from OSHA Inspections

By: Libby Gaige

he Occupational Safety and Health Administration (OSHA) is a division of the United States Department of Labor and exists to "assure safe and healthful workplaces by setting and enforcing standards and by providing education training. outreach. assistance" (www.osha.gov). OSHA jurisdiction excludes businesses that employ fewer than 10 employees as well as family farm workers (farm owners and their immediate family members). Is your farm exempt? Keep in mind that the 10 employee minimum refers to a farm that has employed 10 or more individuals over the past 12 months, though not necessarily at the same time. Therefore, small farms with high employee turnover may in fact be included.

Why are we talking about it? Two pretty convincing reasons. One, there have been some changes to the Hazard Communication Standard (formerly called the Right to Know law) which requires agricultural employers to keep workers informed about the identities and hazards of chemicals in the workplace. The Hazard new Classification system will provide specific criteria for classifying health and physical hazards, labels will be changed to make them easier to understand, and Material Data Sheets will be renamed Safety Data Sheets and will have a new specific format. Two, OSHA officials have notified several



What chemical hazards are on your farm? Have your employees been trained on how to recognize and safely handle them?

individuals in the dairy industry in New York State that they are planning to focus their inspections on dairy farms in the coming years.

What can be expected from an OSHA inspection? By law, OSHA cannot give advanced notice of an inspection.

Continued on page 3





Focus Points	
Pricing Corn Silage - Fall 2013	4-5
Employers Must Provide Health Exchange Notice by October 1, 2013	6 & 9
Need Business Help? Try Annie's Project	7
Estimating Corn Grain & Soybean Yields	10
Fall Tillage Management	11
Reducing the Risk of Manure Runoff	12-13
Use Fall as an Opportunity to get your Farm Winter-Ready	14
Regional Meetings & Programs	Back Cover



Jerry Bertoldo Dairy Management

Genesee County 585.343.3040 x 133 (office) 585.281.6816 (cell) grb23@cornell.edu



Beth Dahl Dairy Modernization

Wyoming County 585.786.2251 (office) 607.592.5345 (cell) aed49@cornell.edu





Libby Gaige Bilingual Dairy Management

Ontario County 607.793.4847 (cell) 585.394.0377 (fax) geg24@cornell.edu





Nancy Glazier Small Farms Support

Yates County 315.536.5123 (office) 585.315.7746 (cell) nig3@cornell.edu





John Hanchar Farm Business

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





Joan Sinclair Petzen Farm Business Management

Wyoming County 585.786.2251 (office) 716.378.5267 (cell) isp10@cornell.edu



Mike Stanyard Field Crops & IPM

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



Mission Statement

Ag Focus Cornell Cooperative Extension of

Genesee • Livingston • Monroe Niagara • Ontario • Orleans • Seneca

Wayne • Wyoming • Yates

Ag Focus is published Monthly by the

NWNY Team of CCE / PRO-DAIRY

Editor: Audrey Blount

Contributing Editors: Jerry Bertoldo - Beth Dahl Libby Gaige - Nancy Glazier

John Hanchar - Joan Sinclair Petzen Mike Stanyard - Bill Verbeten

Layout/Design: Cathy Wallace

Postmaster Send Address Changes:

NWNY Team—Cathy Wallace 420 E. Main Street, Batavia, NY 14020

Direct all inquiries & correspondence on advertising space and rates to Cathy Wallace, advertising representative at 585.343.3040 x 138 Fax: 585.343.1275

Also Serving

Monroe

249 Highland Avenue Rochester, NY 14620

585.461.1000

Orleans 12690 State Route 31 Albion, NY 14411 585.798.4265

Seneca

308 Main Street Shop Centre Waterloo, NY 13165

315.539.9252

To simplify information, brand names of products may be used in this publication. No endorsement is intended, nor is criticism implied of similar products not named.

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

By law and purpose, Cooperative Extension is dedicated to serving the people on a non-discriminatory basis.

The NWNY Dairy, Livestock & Field Crops team will provide lifelong education to the people of the agricultural community to assist them in achieving their goals. Through education programs & opportunities, the NWNY Team seeks to build producers' capacities to:

- Enhance the profitability of their business
- Practice environmental stewardship
- Enhance employee & family well-being in a safe work environment
- Provide safe, healthful agricultural products
- Provide leadership for enhancing relationships between agricultural sector, neighbors & the general public.



Bill Verbeten Field Crops & Soils

Niagara County 585.313.4457 (cell) wdv6@cornell.edu http://billsforagefiles.blogspot.com









Continued from page 1

They will show up at the farm and expect to carry out the inspection with no more than an hour's delay. The owner does have the right to request a warrant before OSHA carries out the inspection, which could possibly delay the process by a few days. Advice given in a webinar which is now available on Farm Credit East's website (see below) was to always be polite to inspectors, and even if you're planning to request a warrant, take the time to ask as many questions of the inspectors as you can. They may have limited dairy farm knowledge, so getting to know them before the inspection starts will help you to know how to talk to them and how much dairy jargon you can use.

ing your farm into compliance with OSHA regulations. This is the area in which farms have generally received the most citations during OSHA inspections. Farms must inform employees of any chemical hazards in the workplace and provide written protocols and trainings on how to deal with these chemicals.

Start with the Hazard Communication Standard. Reviewing the HCS is the best place to start in bring-

Once you meet the HCS, then it is time to prioritize what else needs to be done on your farm in order to come into compliance, which might include making changes to manure storage facilities, adding guarding to machinery or providing animal handling training to employees.

Here are a few good resources to help you make sure your farm is in compliance with OSHA regulations:

- Farm Credit East hosted a webinar in August 2013 entitled "OSHA Compliance: What Farm Businesses Need to Know!" https:// www.farmcrediteast.com/en/ Webinars/2013OSHAwebinar.aspx
- The New York Center for Agricultural Medicine and Health (NYCAMH) offers free on-farm safety trainings in English and Spanish. http:// www.nycamh.com/programs/farmsafetytrainings/

Upcoming Webinars:

Economic Benchmarks for Dairies: Eight Rules You Cannot Break

October 7

presented by Gary Sipiorski, Vita Plus (http://www.extension.org/pages/29156/upcoming-dairy-cattle-webinars)

Crop Year's Over...Now What?

October 14

Presented by Mike Hutjens University of Illinois

(http://www.hoards.com/webinars)



Pricing Corn Silage -- Fall 2013

By: John Hanchar

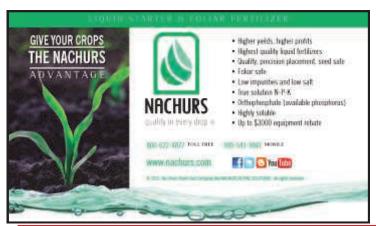
Summary

- ▶ Price analysis suggests that the price of corn silage depends on corn silage quantities, the price of alfalfa hay, the price received by farmers for milk, and the price of corn grain.
- * Estimated corn silage price is sensitive to alfalfa hay price and corn grain price.
- ❖ Price estimates combined with understanding of relevant supply and demand factors from an individual farm business owner's perspective can aid decision making regarding corn silage price. Given most recently available alfalfa hay and corn grain prices (August, and September/ October 2013, respectively), price analysis suggests an estimated corn silage price of about \$42 per ton.

Determining Corn Silage Price

A farm business owner can examine how much he/she would be willing to supply to a market at a given price. Cost of production analysis combined with consideration of other factors helps to define the supply relationship. A seller can develop a target based upon the above, but actual market conditions provide no guarantee that a buyer will purchase quantities desired at a price that achieves the producer's cost target.

Some farm business owners might approach the problem of determining corn silage price from a value in production, or input demand perspective. The amounts of corn grain and corn stover in a ton of





corn silage, relevant prices, and corn silage's place in the milk production process are key variables. A buyer can develop a price target based upon the above, but actual market conditions provide no guarantee that a producer will sell the quantity desired at a price that matches the buyer's willingness to pay.

For more information regarding the two approaches mentioned above, visit the team's website at <www.nwnyteam.org> and click on the "Forages" tab.

Although factors in price determination, the two approaches described above, by themselves, in isolation don't completely determine market price and quantity. Supply and demand relationships work simultaneously in markets to determine price and quantity. Empirical price analysis brings supply and demand relationships together to determine price.

Corn Silage Price Analysis

Empirical price analysis suggests that corn silage price is a function of corn silage quantities, alfalfa hay price, the price received by farmers for milk sold, and corn grain price. Ordinary least squares regression provided an estimate of corn silage price as a linear function of the above variables. Even though the analysis is somewhat rough, elementary, readers of the original article describing this work in August 2012 noted that the analysis and estimates generated should be helpful to farm business owners looking to price corn silage.

Corn Silage Price Estimates – Fall 2013

Corn silage price estimates can be generated using the ordinary least squares regression results reported in August 2012, where estimated corn silage price is a function of alfalfa hay price and corn price, other factors (corn silage quantity and milk price) fixed at average levels for the period 1991 through 2010.

estimated corn silage price (\$/ton) = 10.621 + (0.079 x price of alfalfa hay (\$/ton)) + (2.448 x price of corn (\$/bushel)).

Consider the following as current market conditions.

- alfalfa hay price is \$205 per ton (USDA/NASS.
 <u>Agricultural Prices</u>. Washington, DC: National
 Agricultural Statistics Service. August, 2013.),
 and
- the price of corn is roughly \$6.00 per bushel (WNY Energy. "Corn Bids." September 10, 2013. Approximate value based upon reported bids for September through October 2013.)

Using the estimating equation and the above prices for alfalfa hay and corn grain yields an estimated corn silage price of \$42 per ton.

Estimated corn silage price is sensitive to alfalfa and corn grain prices. Earlier this year, producers described market conditions very different than those described above. Suppose alfalfa hay price is \$300 per ton, and the price of corn grain is \$7.25 per bushel. Then, estimated corn silage price is \$52 per ton.

Corn silage price estimates combined with understanding of relevant supply and demand factors from the individual farm business owner's perspective can aid decision making regarding corn silage price.

Thanks to Christian Yunker, CY Farms, LLC/Batavia Turf, for providing valuable comments on earlier versions of this work.

Artificial Insemination Course

October 22nd & 23rd, 2013 9:30am – 3:30pm Cost: \$200



Location: TBA (Ontario County)

The NWNY Team & Genex Cooperative, Inc. are offering a two day artificial insemination course. Morning classroom sessions will cover topics including reproductive tract anatomy, the estrus cycle, synchronization programs, heat detection and semen handling techniques. During afternoon on-farm sessions, experienced technicians will first teach the participants A.I. techniques using reproductive tracts and then move on to cows. Ample time will be dedicated to hands-on practice in breeding cows.

Spanish- speakers are encouraged to participate. (Bilingual educator will be present).

The program fee will cover lunch both days and A.I. manuals for participants (available in English and Spanish).

NWNY Team enrollees will receive a \$10 discount.

Registration is required by October 14th.

To register, please contact Nancy Anderson at 585-394-3977 x427 or nea8@cornell.edu



Future Forest Consulting, Inc.

DEC Cooperating Forest Consultant Corey Figueiredo

Ash Salvage Harvesting for Emerald Ash Borer
Eliminate the guesswork in selling your timber.
We will mark your timber sustainably, and have
several reputable companies bid so you get top
dollar while ensuring a quality job through our
supervision and bonding, "We specialize in forest
tax plans that reduce your school and property
taxes up to 80% on at least 50 acres of woods."
(585) 374-2799. Special interest in Black Walnut.
Website www.futureforestinc.com

Website: www.futureforestinc.com

Looking to BUY OR SELL Land? FUTURE FOREST PROPERTIES LLC www.futureforestproperties.com

585-374-6690

Employers Must Provide Health Exchange Notice by Oct. 1, 2013

By: Joan Sinclair Petzen

Employers have until October 1, 2013 to provide employees with the Health Exchange Notice. The simplest way to satisfy this obligation is to choose the appropriate model notice (there is one for employers who sponsor a plan and one for employers who do not sponsor a plan) and distribute a paper copy of it by hand or by mail.

Which Employers Are Subject?

The Exchange Notice requirement applies to employers subject to the Fair Labor Standards Act ("FLSA"). FLSA generally applies to employers that employ one or more employees who are engaged in, or produce goods for, interstate commerce. FLSA also specifically covers hospitals and resident care institutions for the sick, disabled, and aged; schools;



and federal, state, and local government agencies. Special additional rules and exceptions apply and are summarized at: http://www.dol.gov/compliance/guide/

minwage.htm. An internet compliance assistance tool is available at: http://www.dol.gov/elaws/esa/flsa/scope/screen24.asp. Using the tool, an employer can answer a series of questions to determine if they are required to provide the notice to their employees.

Which Employees Must Receive the Exchange Notice?

The Exchange Notice must be provided to *all employees*, regardless of whether they are enrolled in an employer-sponsored health plan, and regardless of whether they are full- or part-time. The Exchange Notice does not need to be sent to dependents of employees.

Model Exchange Notices

The DOL has issued two model Exchange notices –

one for employers who do not offer a health plan and one for employers who do (either to some or to all of their employees). Part B of the model notices require the employer to enter certain information before use, including: name, Employer Identification Number (EIN), address, contact information about health coverage, whether all or only some employees receive health coverage, whether coverage is offered to dependents and if so, which ones, and whether coverage meets the minimum value (60 percent) standard and whether the cost of coverage is intended to be affordable (all as necessary to avoid excise taxes under the Employer Shared Responsibility Mandate). All three model notices are available on-line at: http://www.dol.gov/ebsa/healthreform/

Additional questions on the model notice are optional and are intended to provide employees with the information the employees must provide if they attempt to obtain coverage on the market place.

Elements of Exchange Notice

Employers are not required to use the Model Exchange Notices. If an employer chooses to prepare its own notice, its notice must be in writing and must:

- ★ Inform the employee of the existence of the Marketplace, describe the services of the Marketplace and provide contact information about the Marketplace;
- * If the employer plan does not provide minimum value (i.e., generally, if the plan reimburses less than 60 percent of the costs of a typical employer plan, as determined under other guidance), inform the employee that he or she may be eligible for a premium tax credit by purchasing a qualified health plan through the Marketplace; and
- ▶ Inform the employee that, if he or she purchases a plan through the Marketplace, the employee may lose the employer contribution (if any) to any employer-provided health plan and that such contribution may be excludable from taxable income
- **★** Timing and Delivery of Exchange Notice
- ★ If an employee is employed before October 1,
 2013, he or she must be provided the Exchange

Continued on page 9

Need Business Help? Try Annie's Project

By: Nancy Glazier

any farms have a handle on production **I** practices, or know where to go for help. One aspect of the farm that sometimes gets less focus is the business side, specifically risk management. Annie's ProjectTM was founded to address those needs. Ruth Hambleton is the founder of the training program. It was named after her mother who grew up in a small town and fulfilled her dream by marrying a farmer. She had no farming background and was unfamiliar with farm life. Ruth followed in her mother's footsteps and married a farmer, but the ag background helped her. She didn't stay on the farm but went on to college to study economics. And during her tenure as a business management extension educator developed a grant proposal and was funded by USDA'S Risk Management Education. What started as a training session for 10 women has grown in 10 years to 10,000 participants in over 20 states.

Ruth's goal was to provide educational opportunities for women in a comfortable group setting. Many women come to farming through marriage and are not familiar with the lifestyle. Risk management education is not an attention grabber, but the opportunity for a group of farm women to get together to talk about similar issues and challenges with tools to address them is hard to resist. Many of the groups continue on as discussion groups long after the training series is completed. This is not an exclusive club; it is not for women only. Women are the target audience, as beginning or young farmers are sometimes targeted. The mission statement is to empower farm women to be better business partners through networks and by managing and organizing critical information. Year after year the project has grown.

Ruth retired in 2009 from University of Illinois Extension. When the day came, UIE told her that would be the end of Annie's Project. Ruth could not walk away from the program. There is now a non-profit organization to handle fundraising and grants, ANNIES: Annie's National Network Initiative for Educational Success. The project is now run from



Iowa State University Extension.

The project has been in New York for a couple years, coordinated by CCE educators David Cox and Bonnie Collins. They recently were awarded a Risk Management Education grant to expand the training statewide. Thirteen sites will participate with 3 of the sites in the NWNY region. Each session includes lectures with hands-on activities and plenty of discussion time. A one-day training was recently held in Oneida County to begin to prepare NY staff to participate in the project. Ruth Hambleton was the special guest and trainer. I must admit I was a doubter of the project's successes until I heard Ruth.

Annie's Project Core Values

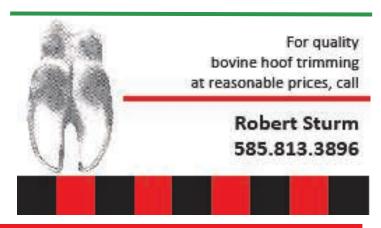
Safe Harbor - All questions or situations are welcome for sharing and open discussion.

Connection - The learning environment encourages participants to relate to each other and to presenters.

Discovery - Participants experience moments when something makes sense where before it did not.

Shared Learning - There is always a participant who knows more about the subject presented than the instructor and is willing to share her experience.

Stayed tuned as we move forward with setting the training dates and locations in our region.





FOR

EQUIPMENT

CONSTRUCTION

ETC.

CASE,

KOMATSU,

CAT,

TRUCKS

ETO.

PETERBILT,

FREIGHTLINER

MACK.

BUY WE



2905 Simpson Road . Caledonia, NY 14423

585-538-4395 www.caledoniadiesel.com

OVER 325 TRUCKS AND OVER 150 PIECES OF CONSTRUCTION EQUIPMENT

EXPORTERS WELCOME! FINANCING AVAILABLE. Part Delivery Available To Any USA Or Foreign Part Worldwide!



2008 Timpte 42 Hopper Grain Trailer. Also (2) 1998. (1) 1999 & (2) 2002 Trailers Available, 40'-42' All In Stock & More Arriving Weekly!



(3) 2004 Freightliner CL112 Columbia, CAT 360 h.p., Jake Brake, 10 spd. manual, 185" w.b., 46,000# R/A, 511k avg. miles, very clean, fleet maintained, stk#3491;3492/3494, Sale: \$27,500.



(5) 2009 & (2) 2008 Mack GU713 C&C Mack MPB 12.8L485h p. 18 spd. Eaton Fuller manual, et PTO, 8.27 ratio, 20.0004 F/A, 65.0004 R/A, Ca inual eng brake susp. 252" w.b. triple frame: 524-61k miles. \$71,900



\$\$\$\$\$ WE

BUY

MACK,

FREIGHTLINER,

PETERBILT,

KENWORTH,

KOMATSU,

CASE,

HYUNDAI,

3

ETC.

2000 Volvo ACL64, Cums. N14 435 h.p., diesel BLL trans., eng. brake, Hend. susp., 4.56 ratio, 203° w.b., 22.5 on alum /steel, 12.000# F/A, 46.000# R/A, 488,951 miles, clean, stk# 4341, \$26,900.



(2)2007Western Star 4900, CAT C15475 ft.p. 21am dieset, 18 spd., eng. brake, 4.10 ratio, 18,000# F/A 46,0004 R/A arraigsp. 11R24 5 on alum. 500km/les



2002 Int'l 2674 w14' Steel Box. Curs. ISM 350 h.p., 8LL manual trans. 368,612 miles, 18,000# F/A, 46.000# full locking RVA, good running dump tluck, sik# 3576, \$21,000.



2001 Sterling LT95136 Axle DumpTruck. CAT C12 430 h.p. SLL trans. eng. brake, airlilf 3 self-steering extes, Hendrickson RB suspension. 316" w.b., 24"



1995 Mack RB6885 Dump Truck, Mack EM7 400 EL.L s body 244" w.b. triaxle, 20.3 48,000# R/A, very good cond . stk# 4389, \$24,900



(2) 2002 Int 18500i Cums SM 335 tip. 94.1 trans. 1958 miles McNellus 10.5 cy miles, 20.0004 ff.A. 46.0006 tipl locking PA. 228" wb. 208" of frame behind can 199 C.T. will separatemises from chassis



2002 Freightliner FLD w/18 Steel Box. Det 12.7 470 h.p. dieset Jase Blake. Allison auto. 20.000 F/A, 65.000# R/A, 50.796 edles, rubber block susp. 12R24 tres, 244" w.b. ECM plug in verified, **\$47,900**



2000 Mack RB690S w/14 Tenco Center Drop Sander Body MackE7300h p. Jake Brasit BLL merualitisms 255 279 miles, Camabacs supp. 20 000 FFA 44 0004 PA, Dickey Johnsander controls, rickey & wrg, near high wiair hock ups, an operated larg, sike 4201, \$39,995.



1987 CAT D7H, 19,340 hrs., SU blade with tilt. cab, EROPS, winch, \$57,900.



2001 Kenworth T800, Dat 12 7t, 500 h.p. distail, BLI, trans, ong brake at ride, 4 33 rato, 5t3,560 miles 24 5 onahum, 233° at b. 12,000≠ F/A, 46,000≠ R/A, 95% rubber ready to go, stk# 3824, \$32,900.



2005 CAT 325CL, 9,745 tes. 42" trucker, 10"6" bucket long U/C, stk# 05C AT 325CL, \$78,900. Rental Prices: Weekly \$2,000, Monthly \$6,000, call for availability



(2) 1999 Int'l Paystar 5000 w/McNeilus 10.5 Cu.Yd. 195,567 miles, rubber 50-75% m 20 at frame b jab, 150° G-T 214° w.b., full locking rears, will sep inwers from chassis. slk# 3965/3666, \$27,900.



(5) 2005 Mack CX Day Cab, Mack 350/380 h.p., Jake Brake, 10 spd. manual, 408k-525k miles, Ask About Our Special Export Price: \$22,500



2000 Peterbilt 379 Dam N14 460 hp; thin 206" w.b., 24.5 on aium., T/A 12 000# F/A, 44/300# R/A, 860 930 miles new cvi tine 90% rubber stk4 4325, \$31,500



2001 Terex TA27 2 689 hrs , 6x6, artic dump, good d rubber 27 ton cap . 23 5x25 rubber sik# \$35,900 Rental Prices: Weekly \$1,850, Monthly \$5,450, call for availability,



rs ausp., 170,945 miles, 22,5 m all steel , 13,220# F/A, 46,000# R/A, sik# 4051 \$28,900, 2002 Also Avail, 2002 Same Spec; \$32,500



1998 Int'l Paystar 5000 w/20' Alum, Body, Currs N14 460 h.p., Jake Brake, 18 spd. 607 450 miles 20,0004 F/A, 46,000# R/A, maxis, ruticer block susp. body has liner & tarp. stk# 3540, \$39,900



VHD42B200 w/16' Steel Dump VED120 395 h.p., diesel, BLL trans, eng. brake uffracsusp. 4.89 ratio 24.5 tres: 232° w.b. 20,000# 7A, 48,000#R/A, 200.337 miles: s/k#4000.**562,500**



2001 Kenworth T800, CAT C12 370 hp., dese auto, erg.trake, 15% seel dump (needs patching). Chamers sup. 4.88 lato, 22.5 tires, til axie, 18,000 FA, 46,000FR/A, 309,159 miles, can remove body. 15° of hame behind dan six# 4278, 336,900.



2010Western Star 4900SA, Der. 14 EL 560 h.p. fit spd. Eaton Fuller, eng brake, PTO, ft. 75 ratio, 20,000 v F/A 65:000# R/A walking beam susp 2197 with dual exh. & air cleaners. D F 28:159 miles, \$79,800.



2006 Freightliner CL12064ST Columbia 120. Det 14L 515 fr p., 13 spd., eng. brake, av ride, 22.5 on all steel, 205 w.b., 14 000# F/A, 46,000# full looking R/A. 470.944 miles. ruber 75%, 6x4, six# 4267, \$47,900.

SSSSS WE BUY MACK, FREIGHTLINER, PETERBILT, KENWORTH, ETC. TRUCKS & CAT, KOMATSU, CASE, HYUNDAI, IR, ETC. CONSTRUCTION EQUIPMENT FOR SSSSS

Continued from page 6

Notice *by October 1, 2013*. Any employee hired on or after October 1, 2013 must be provided with the Exchange Notice at the *time of hiring*. Beginning in 2014, the DOL will consider the "time of hiring" to be anytime within 14 days of an employee's start date. Note that the DOL has not explicitly provided this 14-day window for employees hired between October 1 and December 31, 2013, so cautious employers may wish to provide the Exchange Notice to employees hired during that time on the employees' actual start dates.

- * Theoretically, the Exchange Notice may be provided by hand to employees; however, an employer may run into proof issues about whether the notice was properly delivered.
- ★ The Exchange Notice may be provided by firstclass mail. If it is provided electronically, it must comply with the DOL's electronic disclosure safe harbor, found at 29 CFR 2520.104b-1(c). In general, the DOL safe harbor allows email or other electronic disclosure to employees who have computer access as a regular part of their job functions or who affirmatively consent to electronic disclosure in a way that reasonably

demonstrates the employee's ability to access the information. *Posting the notice to a company intranet or website will not suffice.*

Remember, employers subject to the FLSA must provide a health care exchange notice to their employees by October 1, 2013 and beginning January 1, 2014 to new hires within 14 days of the date of hire. The US Department of Labor has provided model notices and details of compliance on their web site.

Source: The Emerling Agency, Williamsville, NY with edits by Joan Sinclair Petzen.





- Competitive bids for your old and new crop corn, including on-farm pricing.
 Payment within 2 days.
- Give us a call to discuss our <u>new</u> higher protein (33%-34%) Distillers Grain.
 - Bulk commodity and grain transportation services available through our subsidiary, Shelby Transportation. Give us a call for a transportation quote.

Call now for more information:

Corn: (866) 610-6705

Distillers Grain: (315) 247-1286

Shelby Transportation: (585) 734-4747

Estimating Corn Grain and Soybean Yields

By: Mike Stanyard

s I look at the corn and soybean crop throughout NWNY, I've seen fields at both ends of the spectrum and everything in between. However, let's focus on some of the great looking crops we have in the region! Those areas that were planted early on well drained ground might have some of the highest yields we've seen in a number of years.

Many growers have been asking about estimating corn and soybean yields prior to harvest to see how much the excessive rainfall has affected their crop. Others want to see how good it could be (especially if you entered the state or national corn contests).

Corn: The Yield Component Method (YCM) can be utilized as early as the milk stage of kernel development and therefore, can be utilized to determine if a crop should be allowed to be harvested for grain, or cut for silage.

Step 1: Count the number of harvestable ears in a length of row equal to 1/1000th of an acre. For 30inch rows, this would be 17 ft. 5 in.

Step 2: Then, on every 5th ear, count the number of kernel rows and number of kernels per row and determine the average. Do not include kernels that are less than half the size of normal sized kernels.

Step 3: Yield (bu/ac) = (# of ears) x (avg. # rows) x (avg. # kernels) ÷ by 90. The value of 90 represents an average of 90,000 kernels in a 56 lb. bushel of corn. This number can be increased to 95 in years of smaller kernels or decreased to 85 in good years with larger kernels (85 may be more accurate this year).

Example: (24 ears) x (18 rows) x (30 kernels/row) $\div 90 = 144$ bushels/acre

Repeat this procedure in a couple of areas within the same field for better accuracy. This is truly an "estimate" and many references state that there can be a plus or minus 30 bushels from actual yields.

See https://www.pioneer.com/home/site/us/ agronomy/tools/corn-yield-estimator for a handy

online corn yield estimator that you can plug in the above estimates for yields under poor, average, and excellent growing conditions.

Soybean: Yield Estimation Simplified

Yield estimation methods for sovbean have been very unreliable due to plant-to-plant variability, row width differences, and pest pressures to name a few. Counting all the pods in 1/1000th of an acre is very time consuming and tedious.

Purdue has developed a simplified method for estimating soybean yields for 1/10,000th of an acre that is much more reasonable and easy to use. It is based on sampling 21 inches of row. For 30" rows sample one 21 inch row. For 15" row widths sample 2 - 21 inch rows. For 7.5" rows, sample 4 - 21 inch rows.

The formula is (# of pods) x (# of seeds per pod) ÷ Seed size factor = bu. per acre

Step 1: Count the number of pods over 1" in length in 1/10,000 of an acre (1, 2 or 4 rows based on row width).

Step 2: Estimate the average number of seeds per pod. 2.5 is a good starting point

Step 3: Select a seed size factor. 18 is a good starting point and that represents 3000 seeds per pound. (See complete chart)

http://www.agry.purdue.edu/ext/soybean/ News/2012/2012 0814SOYSimplifiedYieldEstimate s.pdf

Example: 55 pods X 2.5 seeds per pod \div 18 = 55.5 bushels per acre

Purdue has also posted a YouTube video that walks you through this yield estimation step by step in the

http://www.youtube.com/watch?v=jPwPYwBy8k0.

Good Luck!

Fall Tillage Management

By: Bill Verbeten

As the crops come off the fields, many tillage operations will take place this month across western New York. Fall tillage operations are often needed to manage residue, smooth out ruts in the field, dry out the soil, in addition to incorporating lime, fertilizer, and manure. A number of best management practices can be used to greatly reduce the risk of soil erosion.

Plant a Cover Crop

In October winter rye is the only reliable crop that will provide some cover over the winter. Many farmers in the region have successfully planted this crop after their fall tillage operations. Very few growing degree days are left so plant as soon as possible with a drill and increase the seeding rate from 2 bu/A to 3 bu/A. Timely spraying or spring tillage will be necessary to effectively control this cover crop.

Increase Surface Residue

Increasing the surface residue to 30% ground coverage from 0% results in a 50% decrease in soil erosion, Figure 1. Smaller decreases in soil erosion occur as more residue is left in the field. Managing low residue levels is easier than large amounts of corn stalks, straw, and other material in the spring while greatly reducing soil loss.

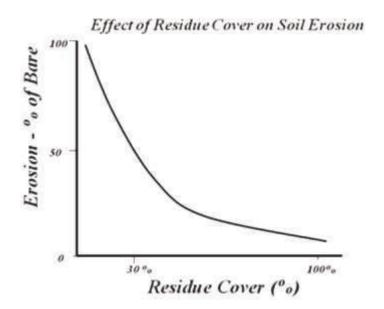


Figure 1: Effect of residue cover on soil erosion, expressed as the percent of that occurring relative to that for a bare surface. Adapted from Laflen & Colvin (1981).

Till on a Contour

If ground must left open over the winter without much residue or a cover crop, tilling on a contour perpendicular to the direction of run-off can reduce soil erosion. In some parts of western New York strips of crops are still planted on the hill contours to further prevent erosion losses. However there are still soil erosion losses during the tillage operations on the sides of hills. Adopting reduce tillage practices on the hill-slopes will further decrease soil losses.

Change the Tillage Method

Every piece of tillage equipment has a different impact on soil erosion. Often there is another piece of iron that can meet your needs while reducing erosion. Check out the NRCS's Tillage Guide on our website (http://www.nwnyteam.org/submission.php?

id=39&crumb=soil|7) for more information. Using shallow tillage at an angle across the field can fill in ruts from previous field operations while reducing the destruction of soil structure. Vertical tillage tools and AerWay machines have become popular in recent years due to their shallow tillage of the soil while preparing a desirable seedbed. Soil with good structure is more resistant to erosion. This is due to root channels from previous crops, some residue on the soil surface, and high populations of earthworms (and other animals) that create channels for water to flow more quickly through the soil ultimately resulting in less soil erosion.

Author's Note: If you did not receive our "Crop Alert" emails during the growing season contact Bill Verbeten at 585-313-4457 or wdv6@cornell.edu to be added to the list. Bill and Mike Stanyard co-author these "Crop Alerts" in order to quickly get the word out on regional agronomic issues, events, and announcements on weekly basis from April through October.

Reducing the Risk of Manure Runoff

By Bill Verbeten

Supplemental Spreading Guidelines

There are ten factors to evaluate before spreading at any point in time that can be divided into three groups: (1) weather conditions; (2) field conditions; and (3) manure application management.

Weather Conditions

1. Forecast shows probability of precipitation? When? How much?: If weather forecasts for 24 to 48 hours out have a 30 to 50% chance of precipitation, then rain (or snow) will probably fall. The risk for manure runoff increases with increasing rainfall and will be higher under wet/frozen soil conditions than under dry soil conditions, Table 1.

Table 1: Manure Run-off Risk Based on Precipitation and Soil Conditions

Expected Pre- cipitation	Run-off Risk (dry soils)	Run-off Risk (wet/frozen soils)
≤0.25 inch	Low	Low
0.25 to 0.5 inch	Low	Some
>0.5 inch	Variable	Variable
>1 inch	High	High

2. Warm front expected to generate significant snow-melt?: The chances of snowmelt increase quickly when the temperature approaches about $40^{\circ}F$ for ≥ 6 hours. If nighttime temperatures also remain above freezing, the runoff risk is higher.

Field Conditions

- 3. Soil Type: Clay soils have the greatest risk of runoff because they freeze last. Larger 4-wheel drive equipment and drainage improvements may make clay soils accessible for spreading manure, but the runoff risk will still be greater than loams and sands.
- 4. Ground cover: A good ground cover intercepts rainfall and slows down surface runoff water. Ground cover and vegetated buffers help to trap and filter suspended manure particles and soil. Winter small grains can form very good ground cover when planted early enough in the fall, Figure 1.

Figure 1: Winter Triticale Providing Ground Cover



- 5. Slope: The risk for runoff is not necessarily greater for steeper slopes because it is more dependent on the soil's infiltration rate. **Runoff risk** on sloping soil will be greatest for soils with a low infiltration rate (clays) or when soils are frozen. The risky locations to apply manure on sloping soils are usually at the base of concave slopes where water often emerges.
- 6. Drain tile, surface inlets, ditches, etc.: Setbacks around surface inlets, ditches, etc. when there is a direct surface connection are especially important when spreading manure under wet conditions. Spreading manure near and upslope of surface ditches that go across the slopes (i.e., those which intercept water) will be more risky than where ditches tend to run parallel with the major slope. Spreading manure on fields that have tile drainage, when the tiles are flowing, and discharging directly to a watercourse, is risky.
- 7. Nearby surface water: **Higher risks** are experienced where **surface runoff** from a field is expected to flow **directly** to a **stream** or **waterbody**. This is most likely to occur in fields that are both close to surface water and where the field surface is oriented toward the waterbody.

Manure Application Management

8. Manure consistency: Liquid manure is more likely to move across the surface as runoff or through soil to tile lines, depending on conditions, than semisolid or bedded pack manure.

9. Method of application: Manure that is surface applied and not incorporated presents a higher risk because the material is less able to mix and react with soil. An enriched layer of manure on the soil surface increases runoff risk. Where acceptable from a soil erosion control and groundwater protection standpoint, manure may be injected or incorporated to reduce runoff risk.

10. Application rate and total spreading volume: An operation spreading 3 or 4 tons of manure each day over time does not present the same level of risk as one that may spread many days worth of manure in one or two days. High rates of liquid manure applied over many acres at the same time can be very risky in some conditions.

This article is based on: Supplemental Manure Spreading Guidelines to Reduce Water Contamination Risk During Adverse Weather Conditions by Karl Czymmek, Larry Geohring, Quirine Ketterings, Peter Wright and Angus Eaton. These modifications are published with the original authors' permission.

The Academy For Dairy Executives

Developing Leadership & Management Skills for Young Dairy Professionals

Topics Covered in 3 Sessions Over 5 Months

- **★** Family Business Management and Communication
- **★** Financial Assessment
- **★** Budgeting & Decision Making
- **★** Building Effective Employee Teams
- Business Risk Management
- * Strategic Planning

For more information, visit www.ansci.cornell.edu/prodairy/academy or contact Betsey Howland at blh37@cornell.edu or (607) 592-6222.

Now accepting applications for Central NY Academy to begin November 2013

Applications Due October 10, 2013

Feeds & Feeding Management

Classes to alternate between

Ontario County & Wyoming CCE offices and two farms TBA

3 lecture/on-farm combination sessions; 1 full on-farm session October 30, November 2, 3 & 7, 2013 — 10:00 AM - 2:00 PM



What's on the Agenda?

*Meeting cows feed needs
*How the rumen works
*Fermentation process
*What makes quality forage
*What makes a good feeder
*Feeding issues and diseases

*Bunk feedout management *How to ruin a good ration

*Addressing needs by group *What can records tell us

*Farm program assessment

Cost \$100.00 per person - includes resource materials and lunches To Register: Contact Cathy Wallace at (585)343-3040 ext. 138 Questions contact: Libby Gaige (585)793-4847 or Jerry Bertoldo (585)281-6816

Use Fall as an Opportunity to get your Farm Winter-Ready

By: Beth Dahl, Dairy Modernization Specialist

September has arrived; and seemingly out of nowhere, the summer heat has mostly dissipated, harvest is upon us, and for many dairies, it's nearly time to pull cows and heifers off pasture. While fall is a busy season, taking time to evaluate your barns and herd before the cold sets in can provide much value later in the year through improved milk production and lower feed cost.

Make your stalls cow-comfort ready

Before the cows come home, or move back into the barn full-time, take a few minutes to evaluate your facilities. Tackle relatively simple improvements such as leveling mattresses, fixing broken stall loops, water bowls and hardware, and replacing worn mattresses, to ensure each stall is available for cows to lie in, without major cost or time investment. Regrooving worn concrete, adjusting neck rails and modifying stall width are also options to improve cow comfort in your existing barn. Research from the University of Iowa¹ shows cows best use stalls that are sized to their hook-bone width multiplied by 2, and 0.83 multiplied by the rump height, both of the average cow using your stalls. Increased lying time will typically mean more milk in the tank- with each hour of lying gained resulting in 2 to 3.5 pounds more milk per cow each day.

Put the right cows in your stalls

When space is a concern - whether for lactating or dry cows or youngstock- you will find yourself with two options: overcrowd your barn to some degree or sell excess animals. While this decision-making happens routinely with your milking herd, fall is a good time to evaluate other groups, removing heifers and dry cows that didn't maintain a pregnancy, have been chronically sick or are generally poor-doers. Heifers treated for two or more incidences of pneumonia, those due to calve well beyond your target age of first calving, and genetically undesirable youngstock are easy to remove before incurring another winter of feed costs followed by reduced milking productivity and longevity².

Identify areas to revisit

With many projects demanding your attention in this hectic season, you will likely postpone more substantial barn renovations and flexible herd analysis. However, identifying areas today that may need more significant work when time and finances permit, and creating a plan to ensure they are addressed in a timely manner, will improve your bottom line in the future. Keep in mind the many resources that exist to aid in this process, and consider initiating a dairy profit team with key people on your farm, to target improvements needed and develop a plan of action.

¹Anderson, Neil. "Free Stall Design." *Iowa State Cooperative Extension*. Iowa State University, Jan. 2007. Web. http://www.extension.iastate.edu/files/dairyteam/AndersonFreestallDimensionsJan_07.pdf.

²Stevenson, Jeff. "Heifers Are Still Too Old When They Calve." *Hoards Dairyman* March.10 (2011): 168. *Www.hoards.com*. Hoard's Dairyman. Web. http://www.hoards.com/E_calf_heifer/HF08>.

KERSCH'S AG LIME

Calcium Lime - Magnesium Lime Gypsum - Pull Spreaders

BEST SERVICES - PRODUCTS - PRICES

Pull Spreaders Available - or -Custom Application

KERSCH'S AG LIME

Gainesville, NY 14066

585-322-7778 585-734-0003

Serving Agriculture For 40 Years

Commitment to Quality & Service

at Reisdorf Bros. Inc Since 1912, providing you quality feed and independent service for Western NY Farmers.



Full Line of Complete Feeds at Competitive Prices
"Exclusive" Extruded Full Fat Soybeans
"Steamed Rolled" Flaked Corn
Customized Feeds and Complete Nutritional Feed Programs

Dairy Production Consultant Full Line of Liquid Feed Supplements Custom Spraying and Crop Service

Exclusive Manufacturer of "Country Magic Dog and Cat Food"

Working Relationships with Your Vet and Consultants for "YOUR Bottom Line,"

Plus Access to the Latest Technology in the Feed Nutrition Business



Your Complete Farm Store & Feed Mill

1830 Perry Rd. North Java, NY 14113 Toll Free: 1,800,447,3717 585,535,7538 Fax: 585,535,0470

Please visit our website:

www.reisdorfbros.com

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

Nonprofit Org. U.S. POSTAGE

PAID

Permit No. 298 Rochester, NY

Postmaster Dated Material Please Expedite

Save the Date...

October 2013

- 8 **Tools for Teams, Workshop** 9:45 a.m. 3:30 p.m., Byrncliff Resort & Conference Center, 2357 Humphrey Rd., Varysburg. Registration fee: \$35.00 per person. Register on-line: http://extension.psu.edu/animals/dairy/courses/tools-forteams or contact Dr. Lisa Holden: 888.373.7232 or lholden@psu.edu
- 22-23 *AI Course*, 9:30 a.m. 3:30 p.m., Location: TBA (Ontario Co.) **RSVP by October 14**, Cost: \$200.00 per person. Contact: Nancy Anderson: 585.394.3977 x427 or nea8@cornell.edu
- 30 **Feeds & Feeding Management**, see page 12 for full details

November 2013

- 2-3 & 7 Feeds & Feeding Management, see page 12 for full details
- 6, 20 *Planning for Succession: Managing Business Transition to a New Generation*, 7:00 p.m., CCE-Seneca Co., To register contact: Cathy Wallace at 585.343.3040 x138 or cfw6@cornell.edu
- 7,21 *Planning for Succession: Managing Business Transition to a New Generation*, 1:00 p.m., CCE-Monroe Co., To register contact: Cathy Wallace at 585.343.3040 x138 or cfw6@cornell.edu
- 7,21 *Planning for Succession: Managing Business Transition to a New Generation*, 7:00 p.m., CCE-Wyoming Co., To register contact: Cathy Wallace at 585.343.3040 x138 or cfw6@cornell.edu

December 2013

- Planning for Succession: Managing Business Transition to a New Generation, 7:00 p.m., CCE-Seneca Co., To register contact: Cathy Wallace at 585.343.3040 x138 or cfw6@cornell.edu
- *Planning for Succession: Managing Business Transition to a New Generation*, 1:00 p.m., CCE-Monroe Co., To register contact: Cathy Wallace at 585.343.3040 x138 or cfw6@cornell.edu
- *Planning for Succession: Managing Business Transition to a New Generation*, 7:00 p.m., CCE-Wyoming Co., To register contact: Cathy Wallace at 585.343.3040 x138 or cfw6@cornell.edu



"Cornell University Cooperative Extension provides equal program and employment opportunities."