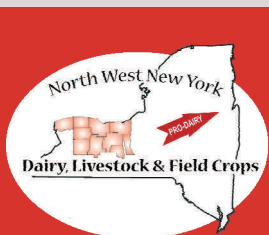


Ag Focus



Stanyard Awarded the NYS Excellence in IPM Award

By: Nancy Glazier

The NWNY Team's Mike Stanyard received the Excellence in IPM award. The honor was presented to Mike at the Batavia location of Corn Congress January 16 by Dr. Jennifer Grant, Co-Director of NYS Integrated Pest Management program.

Each year individuals are "honored whose dedication and hard work foster IPM practices new and old: practices that promote a least-toxic approach to reducing the environmental and economic costs of pests and pesticides". Mike lives and breathes the tenets of the New York State Integrated Pest Management Program: develop sustainable ways to manage pests and help people to use methods that minimize environmental, health, and economic risks.

Mike started with the team in January 2000. For the past 13 summers Mike has conducted TAG (Tactical Agriculture) Teams to promote IPM. I was a "scout" for him for many of those years, first with corn and alfalfa teams, then with soybeans. Anyone who knows Mike knows two of his favorite topics are hunting and bugs. After spending time with him as he has made "cold" calls to line up participants for a team, he gets his foot in the door with hunting then continues on to the discussion of crops and pests.



Mike Stanyard, Excellence in IPM award winner with Dr. Jennifer Grant NYSIPM Co-Director & Community IPM Coordinator (left) and Dr. Keith Waldron, Livestock and Field Crops IPM Coordinator (right).

He has a way of connecting with growers.

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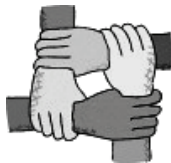
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Ag Focus
Cornell Cooperative Extension of

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Mission Statement

The NWN 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
NWN 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.

The best way to educate is in-field learning; there is nothing to compare to seeing insects in their environment, seeing where they feed and where they do their damage. My fellow team members will concur our best time is spent in the field and on the farm.

As we recall the 2012 season of the armyworm, Mike was the go-to guy for the state fielding roughly 125 calls from extension educators, crop consultants, industry representatives, farmers, and the media. He had a tremendous and timely impact on the outbreak. What he saw in western NY and the Finger Lakes, he could report to the North Country before the outbreak was as severe. He has also been the first to detect and identify new insects and diseases in the state. His participation is critical during the growing season on the weekly statewide field crops conference call, providing field updates for our region. He is a sought-after speaker for many winter industry crop meetings as well providing objective and research-based information.

So, congratulations Mike, on a job well done and an award well earned!

George Mueller Receives NYS Agricultural Society Highest Honor



George and Mary Lue Mueller

George Mueller of Clifton Springs received the 2013 Distinguished Service Citation at the annual NYS Ag Society meeting in Syracuse. He was honored for his many contributions to the dairy industry through forward thinking, board of director representation, article authorship and community involvement. We in Extension owe George, his son John and their partners, the Nedrows, a note of thanks for providing the use of their facilities for hands-on educational purposes over the years.

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2005 Western Star 4900; 475 HP CAT C15 Diesel; 18-Spd.; Engine Brake; Haulmax Suspend.; 4.30 Ratio; 244" WB; 36" Tied Top Sleeper; 22.5 Tires; Alum. Wheels; Tandem Axle; 14,600# F/A; 46,000# R/A; Very Good Condition; Full Locking Rears; Stk. #3636 - **\$47,850**



Cheap Heavy Spec Chassis

1999 International Paystar 5000; ISM Cummins 330 HP; Diesel; 9LL; Hendrickson HM460 Suspend.; 5.38 Ratio; 214" WB; 22.5 Tires; T/A; 20K FA; 46K RA; 191,732 Miles; Dbl. Frame; 20" Of Frame Behind The Cab; Stk. #3327 - **\$19,950**



(1) 2004 Oshkosh F2346; ISM Cummins 330 HP Diesel; 10-Spd.; Haulmax Suspend.; Alum./Steel Wheels; 208" WB; Tandem Axle; 20,000# F/A; 46,000# R/A; Stk. #4040 - **\$39,750**



Clean W900!!!

2001 Kenworth W900; 500 HP Cummins ISX Diesel; 10-Spd.; Engine Brake; Air Ride Suspend.; 3. Ratio; Alum. Wheels; Tandem Axle; 12,000# F/A; 40,000# R/A; 827K Miles; Very Clean, Sharp Daycab; Dual Stacks & Air Cleaners; Good Rubber; With Engine Work; Stk. #3426 - **\$31,900**



46K Rears 18-Spd.!!

2004 Kenworth T800B; 430 HP CAT C12 Diesel; 18-Spd.; Engine Brake; Air Ride Suspend.; 197" WB; 22.5 Tires; Alum. Wheels; Tandem Axle; 12,000# F/A; 46,000# R/A; 886,241 Miles; Good Running, Clean, Heavy Spec Daycab; Stk. #3656 - **\$31,900**



46K Rears Lockers High HP

2003 Peterbilt 379; CAT C15 475 HP; 18-Spd.; Eng. Brake; Air Trac Suspend.; 180" WB; 24.5 Tires; Polished Alum. Whls.; T/A; 12K FA; 46K RA; 595,367 Miles; Southern Truck No Heavy Spec FULL LOCKING REARS! Upgradable To 550HP At Additional Cost; Sharp Truck Stk. #4239 - **\$45,900**



206,000 Miles!!

2008 Mack CXU613 Daycab; Mack MP8 415C Engine; MaxTorque 8-Spd. Trans.; Tandem Axle; Wet Kit; 206,000 Miles - **\$49,900**



Clean Dump

2004 Sterling LT9513; OM460LA Mercedes 410 HP Diesel; 10-Spd.; Engine Brake; Steel Composition Dump Body; 22.5 Tires; Alum. Wheels; Tri-Axle; 18,000# F/A; 46,000# R/A; 280,411 Miles; Very Clean, Double Frame Tri-Axle Dump w/All New Rubber & Electric Tarp; High Lift Gate; Steerable Lift Axle; Stk. #3869 - **\$48,900**



Clean Chassis Or Mixer!!

2003 Western Star 4900; 410 HP CAT C12 Diesel 9LL Trans.; Haulmax Suspend.; 248" WV; 22.5 Tires All Steel Wheels; Tandem Axle; 20,000# F/A; 46,000# R/A; 145,295 Miles; Very Clean Mixer Truck (Can Be Removed); 20" Of Frame Behind The Cab; 153" CT; Full Locking Rears; Stk. #3999 - **\$45,000**



22' Alum Big HP!

2000 Sterling LT9513; 3406 CAT Eng. 475 HP; 517,600 Miles; Diesel; 8LL; Eng. Brake; Hendrickson Suspend.; 22' Length; Alum. Wheels; 300" WB; Six Axle; 20,000# FA; 46,000# RA; Stk. #4098 - **\$53,900**



1998 Mack CL713; 460 HP; Jake Brakes; 8LL Manual Trans.; 20,000# F/A; 44,000# R/A; Camelback Suspend.; Double Frame; (1) Air Lift Axle; 25 1/2" Frame Behind Cab; 536 Miles; Cab & Chassis Book & Flatbed Being Removed; Stk. #4103 - **\$35,500**



(Qty. 3) 2001 Mack CL713; 460 HP Mack E7; 8LL Trans.; Engine Brake; 22' Alum. Body; Camelback Suspend.; 4.42 Ratio; Alum. Wheels; Quad Axle; 20,000# F/A; 46,000# R/A; (1) 2001, (2) 1999 All Same Specs; Stk. #3778/3782/3783 - **\$42,900 EACH**



Pete Heavy Chassis

1997 Peterbilt 357; C10 CAT 300 HP; Diesel; 8LL; Chalmers Suspend.; 235" WB; 22.5 Tires; All Steel Wheels; Tandem Axle; 20K FA; 46K RA; 172,300 Miles; Clean Pete Cab & Chassis; 18" 10" Fo Frame Behind The Cab; 156 C-T Stk. #3246 - **\$18,900**



2008 Lufkin ULD-38; 38' x 46" w/Side; 46" Inside Height; Spring Suspend.; Steel Composition; 22.5 Tires; Alum. Wheels; tandem Axle; Frameless; Like New Trailer; Ready For Work; Delivery Available; Stk. #3287 - **\$26,500**



2000 Freightliner FL112; C10 CAT Eng. 300 HP; 170,945 Miles; Diesel; Auto.; Chalmers Suspend.; 22.5 Tires; All Steel Whls; 209" WB; T/A; 13,220# FA; 46,000# RA; Stk. #4051 - **\$28,900**
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1998 Western Star Tri-Axle Dump; CAT 3406 475 HP; Jakes; 8LL; 20,000# FA; 46,000# RA; 2005 J&J Aluminum 19.5 Box; 652,000 Miles - **\$29,900**



(50)+ Freightliners FLC, FLD, Columbia

1999 Freightliner FLC12042ST; 60" Condo Slpr; N14 Cummins Eng. 435 HP; Diesel; 10-Spd. OD; Eng. Brake; Air Ride Suspend.; 22.5 Tires; Alum./Steel Whls; 223" WB; T/A; 12K FA; 40K RA; Drive Side: Left Hand Drive; EXPORT Price Shown Stk. #4050 - **\$13,500**



1981 Ford L9000; 3406 CAT Eng. 280 HP; 312,389 Miles; Diesel; 13-Spd.; Eng. Brake; 22.5 Tires; Spoke Wheels; Tandem Axle; Good Running Good Functioning Truck w/Schwinge 900-28 Concrete Pump; Stk. #4179 - **\$26,900**



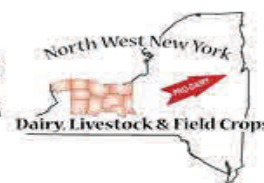
2000 Mack RB688S; 300 HP Mack E7 Diesel; 8LL Trans.; Engine Brake Camelback Suspend.; 201" WB; 22.5 Tires; Spoke Wheels; Tandem Axle; 20,000# F/A; 44,000# R/A; 273,535 Miles; Very Clean Plow/Sander/Dump Truck w/14" Tenco Center Drop Sander Body; Plow & Wing; Dickey-John Sander Controls; Rear Hitch w/Air & Electric Hookups; Air Operated Tarp; Stk. #4201 - **\$39,995**



2004 Mack Vision CX613; 460 HP Mack AC Diesel; 15-Spd. Trans.; Engine Brake; Air Ride Suspend.; 204" WB; 48" Flat Top Sleeper; 22.5 Tires; Alum. Wheels; Tandem Axle; 12,000# F/A; 40,000# R/A; 765,076 Miles; Nice Clean Flat Top; Stk. #4172 - **\$19,900**



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Soybean Acres Continue to Climb in NY

By: Mike Stanyard

NY producers harvested a record 312,000 acres of soybeans in 2012. Production was up 20% to a record high 14.4 million bushels. What a great year to grow more beans! Great yields and great prices got the combines rolling early this fall. National Ag Statistical Service NY office estimates the 2012 NY soybean crop at 46 bushels/acre; up 3 bushels from last year.

NY still had its areas of moisture deficit. Much of our well-drained gravel soils struggled the last two weeks of August and ended up yielding in the mid 30's. Other areas with timely showers had their best yields ever! Look at the NY Soybean contest; six entries over 80 bushels.

Most of the rain-starved Midwest was not so fortunate. Soybean yields listed below are from the latest published reports from NASS for each state, <http://www.nass.usda.gov/>. These averages are a lot better than I expected considering the "I" states grow between 5 to 8 million acres of soybeans apiece. Soybeans did not get beat up as bad as corn did but most states were below their normal bu/acre averages. In comparison, IL and IN only had 100 bushel/acre corn averages!

2012 Average Soybean Yield (Bushels/Acre) by State

Pennsylvania	48	Michigan	43
New York	46	Illinois	43
Ohio	45	Minnesota	43
Iowa	44.5	Wisconsin	40
Indiana	43.5	North Dakota	34

We know that we grew some good soybeans in 2012 but the seed for this year's crop wasn't grown in NY. A lot is grown in the Midwest where drought conditions and additional stresses could have yielded soybean seed that was lower in germination. In talking with many of the local seed dealers, it sounds like some of the soybean seed germination percentages may be below what we are used to seeing. The normal maturity groups and varieties will not be in short



supply like it sounds some of the corn hybrids will. However, seed size tends to be larger in drought years and drier so you need to be more careful when handling the seed.

Seed size and lower germ percentage (<90%) are not a huge deal as long as we are aware of them. We have to remember that our seeds per pound will be lower with larger seeds. Also, if the percent germination on the bag is 90%, we need to increase our planting population 10% in order to achieve our desired final plant population. Be aware of the information on the seed bag! If you use lower quality seed, fungicide-treated seed is a smart move. This does not improve the germination rate but better protects the emerged plants.

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Robotic Milkers and Dairy Cow Time Budgets...

By: Jackson Wright

Robotic milkers are an attractive investment for many dairy farms because they alleviate labor issues and provide the cow with a more consistent milking routine. However, robotic milkers may also improve cow comfort. Consider this: in conventional milking systems, a routine milking requires every cow in the group to wait in the holding area until she can be milked. In this system timid cows or inexperienced heifers often get milked last, increasing time spent standing. This is significant because increased standing times decrease blood flow to the hoof producing tissues, increasing the likelihood of lameness. Moreover, the holding area is often the most hostile area on the farm, often lacking access to feed and water. In addition, following milking cows have a tendency to act with a greater herd mentality, eating in groups, drinking in groups, and then lying down together. This greatly increases competition, especially in overcrowded facilities, as dominant cows will demand priority in access to feed, water, and stalls.

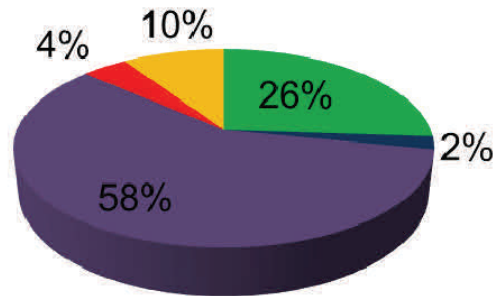
As a result the subordinate cows, now late to the feed bunk and probably with sore feet, are then forced to compete to maintain production. This scenario plays out in multiple areas of the barn, including at the feed bunk, at the water trough, and again when she tries to access a stall. Eventually submissive cows show a reduced willingness to compete for resources, which negatively affects

their milk production. In a robotic system cows are consistently accessing the robot throughout the day. The more fluid group dynamic reduces the amount of time spent waiting to be milked. In addition, because a cow would have to give up her stall to access the robot, submissive cows are provided with constant

turnover of stalls providing greater access to this resource. This is also significant because dairy cows require at least 12 hours/day of lying time to maximize milk production. Lying time is associated with increased blood flow to the mammary gland and improved mammary function. The more fluid group dynamics in robotic milking systems may increase access to feed, water, and stalls; improving cow comfort and milk production efficiency.

Optimal Time Budget: Dairy Cow

Eating 6.25hrs Drinking 0.5hrs Resting 14hrs
Milking 1hrs Other 2.25hrs




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Demand for locally raised meats and livestock products continues to grow. Planned and specific marketing efforts can help you take full advantage of the local foods market. If you want to sharpen and focus your marketing skills or just don't know where to begin developing a marketing plan, Cornell Cooperative Extension can help!

CCE has developed a series of workshops that will teach the basics of strategic marketing, including how to identify a target market and focus your farm's

marketing efforts. You will also learn how to choose the markets that meet the needs of your farm, such as CSA, farmers' market and wholesale. Each participant will develop components of a marketing plan and create marketing materials.

While this series is tailored specifically to the marketing of meats and other livestock products, it will benefit any farm looking to improve their marketing efforts.

The series costs \$30 per farm (up to 2 people). For more information, contact the CCE offices listed below:

CCE-Orleans County Contact:

Kim Hazel: 585.798.4265 or krh5@cornell.edu

CCE-Wayne County Contact:

Margaret Boone: 315.331.8415 or mab567@cornell.edu

Aflatoxins Causing Milk to be Rejected at Milk Plants

By: Jerry Bertoldo

This year's drought conditions have increased the risk of finding aflatoxin in corn, corn by-product feeds, fuzzy cottonseed and sometimes silages. Corn ears are a prime candidate for the *Aspergillus* fungus invasion that produces this mycotoxin. It is commonly a problem in the warmer climates of the southern USA, but this year's record heat particularly in the corn belt has widened the area of concern.

Aflatoxin rarely causes dramatic health issues in cattle. There is a public health worry, however. Aflatoxins are considered carcinogenic. Unlike other mycotoxins they are actively secreted by the cow into the milk. Levels over 0.5 parts per billion (ppb) in milk are considered illegal and trigger a rejection of milk at the plant similar to a positive antibiotic test. Milk plants have been testing and finding positive loads across the country and here in New York. The legal limit for lactating dairy feed is 20 ppb. It takes

nearly twice that level to cause noticeable problems in mature cows. Fortunately, cows will clear violative levels from their milk within 48 hours of having the contaminated feed removed from the diet. On the down side, finding out if your grain corn, high moisture corn, cottonseed or corn silage is "hot" for aflatoxin is not an easy task due to the spotty nature of contamination in these feed sources.



*Olive green mold is typical of aflatoxin producing *Aspergillus* species. 5 infected kernels out of 1 million can result in illegal dairy feed levels*

Testing milk is the "rubber meets the road" means to know if a real problem exists. You should be involving your nutritionist in determining whether homegrown feeds or more likely purchased products off the spot market might be a potential problem. Tests for both milk and feed are available. Mycotoxin binders such as bentonite, certain silicates

and MOS (mannan oligosaccharides) are effective at "neutralizing" aflatoxin in feed and are often used as insurance against mycotoxins in general. For more information go to: <http://www.youtube.com/watch?v=MGOP5d2wjA>

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- ⊙ Planning for Emergencies: Alternative Water Sources, *Nancy Glazier, NWNY Team*
- ⊙ Economics of Grazed vs. Stored Feed, *John Hanchar, NWNY Team*
- ⊙ Pasture Plant Planning, *Bill Verbeten, NWNY Team*
- ⊙ Farm Planning, *Beth Dahl, Harvest NY!*

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To register contact:

Cathy Wallace: 585.343.3040 x138 or cfw6@cornell.edu

Questions??? Contact: Nancy Glazier: 585.315.7746

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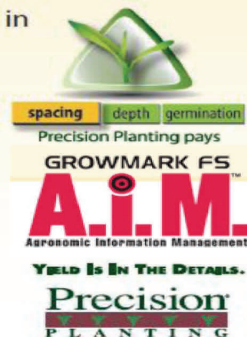
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Coming in March.....Winter Dairy Management 2013

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Wednesday, March 20, 2013

10:00 AM– 3:00 PM

Livingston County Highway Department

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\$30/person for those extension enrollees in one of the 10 NWNy counties

\$40 for outside the area

Includes full lunch and proceedings

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Cathy Wallace: 585-343-3040 x138 or cfw6@cornell.edu

Watch for further details in your e-mail, mailbox or in the March Ag Focus!



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Nitrogen Applications for Winter Small Grains Silage

By: Bill Verbeten

Many western NY farmers planted winter triticale, winter rye, or winter wheat last fall in order to take a spring harvest to make up for the low haylage yields in 2012. Applying enough nitrogen at green-up will be crucial to raising the yield potential from 2 to 4+ tons of DM per acre. Supplying enough spring nitrogen will also increase crude protein from about 14% to nearly 20% DM if the silage is harvested by the boot stage. The application rate of spring nitrogen needed for high yielding, high quality winter small grain silage may range from 0 to nearly 100 lb. per acre depending on the previous crop in the rotation, and the field manure history.

Typically rates of 10-20 lb. of nitrogen per acre are applied at planting for wheat that is grown for grain. These rates are also sufficient for small grains grown for silage. Too much fall nitrogen leads to excess fall growth, leaving the small grains more vulnerable to damage over the winter.

Rotation Scenarios

One of the most common planting situations for winter grain silage last fall was after corn silage. The amount of spring nitrogen needed will depend on the amount manure applied before planting the small grain. Winter grain silage fields with high manure rates may still respond to a small nitrogen application at green-up (20-30 lb. per acre). If little or no manure was applied at planting then small grain silage yields and quality may respond up to 75-100 lb. of nitrogen per acre.

Small grain silage following a haylage field that contained over 50% alfalfa or clover and had at least 6 inches of growth will not require much spring nitrogen fertilizer. Lodging can occur from over fertilization of nitrogen without responses to yield or quality. In these situations farmers may still want to apply 20-30 lb. nitrogen per acre at green-up as the nitrogen from the previous legume will not start to mineralize and become available to the small grain until temperatures increase later in the spring. If fields were mostly grass and didn't receive manure, then at least



Drilled winter triticale in Wyoming County

75 lb. per acre of nitrogen should be applied.

Small grain silage planted after soybeans, field peas, or snap beans will likely to respond to a middle range of nitrogen rates (40-60 lb. per acre) as there will be some legume nitrogen that should be available to the small grain silage.

Small grain silage planted after a small grain will likely require between 75 & 100 lb. of nitrogen per acre. Yields of small grain silage following a small grain will likely be lower due to higher disease, insect, and weed pressure compared to the other scenarios described above.

Join the Nitrogen Rate Study

If you are growing winter triticale, winter rye, or winter wheat for silage this spring we would like to include your farm in an on-farm research trial that is being conducted this spring in collaboration with Quirine Ketterings at Cornell. We would need an area 100 feet by 100 feet in each field where we would apply rates of nitrogen from 0 to 120 lb. per acre in 30 lb. increments. Prior to green-up we will document field history (January-February), apply the fertilizer at green-up (March-April), take yields at harvest time (May), and then provide you with a report comparing your farm to other farms in the study (Fall 2013). We currently have farms in four of the ten counties signed-up and would like to include some more farms from all across western New York.

Contact Bill Verbeten at 585-313-4457 or wdv6@cornell.edu if you are interested in joining this study.

Cash Rents Paid for Farm Land

By: John J. Hanchar

Cornell Cooperative Extension (CCE) staff often receive calls from individuals asking “What is the going cash rent for farm land in my area?” Many in the CCE system have ideas based upon word of mouth and perhaps some spotty statistics for the local area that they serve.

Not surprisingly, actual cash rents for farm land vary over some range. The range can be wide. Variability in productivity, intended use and other local supply and demand factors yield a range of cash rent values.

Historically, the lack of a consistent data set characterized the situation. The availability of data by county changed when the United States Department of Agriculture/National Agricultural Statistics Service (USDA/NASS) responded to customer requests and new requirements of the 2008 Farm Bill. Today, results from the initial late 2008 survey efforts by the USDA/NASS through the most recent efforts for 2012 are available online.

The averages reported in Table 1 were obtained by going to: quickstats.nass.usda.gov and using the query menu on the page to make the following selections

Program: Survey

Sector: Economics

Group: Expenses

Commodity: Rent

Data Item: Rent, Cash, Cropland Non-Irrigated ...

The pull down menus within the “Select Location”

section allow for the selection of desired locations.

Table 1. Cash Rents for Non Irrigated Cropland for Selected New York State Counties in Dollars per Acre, 2012.

County	Average Cash Rent (Dollars Per Acre)
Niagara	36
Genesee	67
Livingston	61
Orleans	62
Monroe	36
Ontario	54
Yates	61
Seneca	46
Wayne	43
Wyoming	71

Source: USDA/NASS.

Please note that the values reported in Table 1 are averages, with individual observations likely varying over a wide range of values. Averages for some counties are also available for irrigated crop land and pasture land. Farmer prices paid indices available from USDA/NASS could be used to adjust the above to current price levels.

If an individual is interested in understanding guidelines associated with renting farm real estate, including approaches for establishing starting prices for negotiations from both the landlord and renters perspectives, then the following resource available at www.nwnyteam.org under the Ag Focus tab should prove valuable: [Guidelines for Renting Farm Real Estate in the Northeastern United States](#).

To learn more contact John Hanchar.

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Agricultura

By: Libby Gaige

Set Up New Employees for Success

When hiring and training new Hispanic employees, there are several tasks to accomplish in short order. First on the checklist is usually to complete paperwork and to arrange for housing, if that's something your farm offers as a benefit. If the new employees do not have access to a car, then many employers will want to make sure the workers have appropriate work clothing and enough food on hand for their first days on the job. Depending on which jobs you assigned to the new employees and how many people will be involved in training them, important bits and pieces of information can sometimes fall through the cracks. Be sure to keep the lines of communication open so that everyone involved in welcoming and training a new employee (owners, managers & employees) knows what their role is.

Do you frequently make deductions to your employees' paychecks? Make sure you are in compliance with NYS Department of Labor laws. Section 193 of the New York State Labor Law, which explains the ins and outs of wage deductions, was recently changed significantly. Apart from governmental deductions (taxes, child support, etc), any other deductions must be for the benefit of the employee and *must be authorized in writing by the employee*. It is a common practice to deduct a uniform fee, a repayment for a loan or a broken gate, etc., but unless the employee signs a document agreeing to this, it is illegal! You must keep records of wage deductions on the farm during the employees' time at the business and for six years after they leave the farm. For more information on wage deductions, visit this website: <<http://www.labor.ny.gov/formsdocs/wp/LS605.pdf>>.

What are some of the most important things for your new employees to understand about their job and your business in general? Hispanic employees are often shocked to learn just how much money a farm could lose for the simple mistake of milking a treated cow into the bulk tank. The worst case scenario, of

course, is that the mistake goes unnoticed and the milk gets shipped. If the contamination is first detected at the plant, the farm incurs a heavy fine. However, if your workers alert you while the milk is still in the farm tank tests can determine whether or not it is safe to ship. If the milk has already shipped, you can at least alert the cooperative. Fines are generally less severe in this case. Whatever the specific regulations of your milk cooperative are, you should explain to your employees what the possible consequences are and encourage them to come forward if they make a mistake or notice someone else making a mistake in the parlor. New employees tend to be especially cautious and may be hesitant to speak up about making a mistake they think could result in their dismissal.

A few other topics you might want to discuss with a new employee are animal welfare, milk quality bonuses, requirements for getting a raise or other benefits you offer. The next time you have a new employee starting out on your farm, consider the above suggestions to make sure you provide the tools they need to succeed.

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To learn more about crop insurance and to enroll by the March 15 deadline, contact your crop insurance agent.

Or visit www.rma.usda.gov/tools/agent.html to find a local agent near you.



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February 2013

- 5 ***Strategic Marketing for Livestock Producers***, 6:30-8:30 p.m., CCE-Orleans Co. 12690 State Route 31, Albion, or CCE-Wayne Co. 1581 Route 88N, Newark. Cost: \$30 per farm (up to 2 people). See page 8 for details.
- 6 ***WNY Soybean/Small Grains Congress***, 9:00 a.m.-3:00 p.m., Clarion Hotel, 8250 Park Road, Batavia. DEC credits pending. For more information contact: Cathy Wallace 585.343.3040 x138 or cfw6@cornell.edu
- 7 ***Finger Lakes Soybean/Small Grains Congress***, 9:00 a.m.-3:00 p.m., Holiday Inn, 2468 NYS 414 Waterloo. DEC credits pending. For more information contact: Cathy Wallace 585.343.3040 x138 or cfw6@cornell.edu
- 12 ***Strategic Marketing for Livestock Producers***, 6:30-8:30 p.m., CCE-Orleans Co. 12690 State Route 31, Albion, or CCE-Wayne Co. 1581 Route 88N, Newark. Cost: \$30 per farm (up to 2 people). See page 8 for details.
- 19 ***Strategic Marketing for Livestock Producers***, 6:30-8:30 p.m., CCE-Orleans Co. 12690 State Route 31, Albion, or CCE-Wayne Co. 1581 Route 88N, Newark. Cost: \$30 per farm (up to 2 people). See page 8 for details.
- 21 ***Lambing & Kidding Workshop***, 6:30-9:00 p.m., CCE-Ontario Co. 480 N. Main Street, Canandaigua, Register: Nancy Anderson 585.394.3977 x427
- 21-23 ***NY Farm Show***, 8:30 a.m.-4:00 p.m., New York State Fairgrounds, Syracuse
- 27 ***Step It Up Winter Grazing Conference***, 10:00 a.m.-3:30 p.m., BW's 11070 Perry Road, Perry. To register contact: Cathy Wallace: 585.343.3040 x138 or cfw6@cornell.edu (see page 10 for more information)

March, 2013

- 4,6,11 & 13 ***New Dairy Skills Training module! "GPS-Precision Farming"***, 6:30-9:00 p.m., CCE-Wyoming Co. office only, one interactive session with equipment following classroom presentations TBA. To register contact: 585.786.2251
- 5,7,12 & 14 ***Dairy Skills Training - "Nutrient Management"***, 6:30-9:00 p.m., CCE—Wyoming Co. & CCE-Ontario Co. offices simultaneously, one on farm session Saturday, March 16 location TBA. To register contact: 585.786.2251
- 12 ***Estate & Succession Planning for Farm Owners and Operators***, 7:00-9:00 p.m., Ogden Town Hall, 269 Ogden Center Rd., Spencerport. FREE ADMISSION! RSVP: Susan Davis: 585.292.3028 or sdavis@monroecc.edu
- 12-13 ***Academy for Dairy Executives***, Beaver Hollow Resort & Conference Center, 1083 Pit Road, Java Center. For more information contact: Joan Petzen 585.786.2251 x122 or jsp10@cornell.edu
- 13 ***Estate & Succession Planning for Farm Owners and Operators***, 7:00-9:00 p.m., Perinton Community Center, Room 208B, 1350 Turk Hill Rd., Fairport. FREE ADMISSION! RSVP: Susan Davis: 585.292.3028 or sdavis@monroecc.edu
- 20 ***Winter Dairy Management***, 10:00 a.m.-3:00 p.m., Livingston County Highway Dept., Mt. Morris (see page 11)

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