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# Cornell Cooperative Extension

Southwest NY Dairy, Livestock and Field Crops Program

swnydlfc.cce.cornell.edu



**CROPS  
COWS &  
CRITTERS**  
newsletter

A partnership between Cornell University and the CCE Associations of Allegany, Cattaraugus, Chautauqua, Erie and Steuben Counties.

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Photo by Amy Barkley

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 Erie, Chautauqua, Cattaraugus, Allegany, and Steuben and their  
 CCE Associations. 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  
 and human errors are still possible. These recommendations are  
 not a substitute for pesticide labeling. Please read the label  
 before applying pesticides.

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 serving the people on a non-discriminatory basis. Newsletter  
 layout and design by Katelyn Walley-Stoll.

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For accommodations or accessibility concerns, please contact our specialists at least one week prior to the scheduled event. If you need information provided in a different format, call 716-640-0522.

The CCE Livestock Program Work Team Presents:

# AVIAN DISEASE AND HIGHLY PATHOGENIC AVIAN INFLUENZA - THE LATEST UPDATES AND WHAT IT MEANS FOR POULTRY HEALTH

Join Dr. Jarra Jagne of Cornell's College of Veterinary Medicine and Dr. Chad Wall of NYS Department of Agriculture and Markets for an evening of learning about avian disease, including Highly Pathogenic Avian Influenza (HPAI). We'll cover:

Updates on the HPAI Outbreak  
Symptoms of HPAI  
Common Small Flock Diseases  
HPAI Disease Look-Alikes  
Keeping Your Birds Safe



 Tuesday, March 18, 2025

 6:30 PM – 8:00 PM

 Zoom virtual webinar

For program questions, contact Amy Barkley at [amb544@cornell.edu](mailto:amb544@cornell.edu) or (716) 640-0844



**Register for this free webinar here:**

<https://tinyurl.com/HPAI2025>

HPAI has affected several farms, backyard flocks, and live bird markets since the first of the year.

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During the migration season, which is just beginning, we expect to see an increase in the number of HPAI cases.

# Dung Beetles of New York State

## Cattle & Dairy Pastures

Ken Wise, Hannah Tolz

### Dung Beetles

Dung beetles can be found on all New York beef and dairy farms. While they don't have the most glamorous job in the livestock ecosystem, dung beetles play a vital role in improved soil health and pasture ecology. Dung beetles are a beneficial part of the agricultural integrated pest management toolkit, aiding in dung decomposition, livestock pest and parasite reduction, nutrient cycling, and soil health.



Visual guide for more information

### Dung Beetle Lifestyles



There are three functional lifestyles for dung beetle species—rolling, tunneling, and dwelling. Together, they can coexist within the same pat.

#### Dwellers—*Endocoprids*

These species consume the manure as they tunnel within the dung pat and lay eggs directly in the manure or surrounding soil. Dwellers break apart the dung quickly which dries it out, making it less habitable for pest flies. Most dung beetles found in New York cattle pastures are dwellers.



#### Tunnelers—*Paracoprids*

These species consume the pat and burrow beneath it to bury brood balls. This tunnelling helps to recycle organic matter and nutrients in the soil, increase water filtration and improve soil structure.



Rollers have not yet been collected in our research of NYS cattle pastures.

### How Can You Help Dung Beetles?

- ✓ **Limit Chemical Use:** Reduce the use of dewormers and feed-through insecticides to protect dung beetles and other beneficial organisms by implementing IPM practices.
- ✓ **Concentrate Manure:** Concentrate the amount of manure in a paddock to increase the number of beetles in an area.
- ✓ **Minimize Chemical Exposure:** After deworming, keep animals in the same paddock until product residues are gone from the manure.
- ✓ **Treat During Cooler Months:** If deworming is necessary, do it when beetle activity is low.
- ✓ **Use Action Thresholds:** Control flies only when needed.
  - Horn flies: 200 per beef animal/ 100 per dairy animal
  - Face flies: 10 per face
  - Stable flies: 10 per four legs
- ✓ **Targeted Insecticides:** Use back-rubbers, dusters, face rubbers and direct sprays.
- ✓ **Use Fly Traps:** Consider using fly traps like walk-through traps or the CowVac as a natural alternative to insecticides.
- ✓ **Testing Cattle for Parasites:** Conduct fecal tests to identify the presence of parasites and make informed decisions about which animals require treatment.

CornellIPM

New York State Integrated  
Pest Management



CornellCALs

College of Agriculture  
and Life Sciences

Dung beetles are native and part of a healthy pasture ecosystem.

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These critters follow a seasonal pattern, with population peaks in spring and fall.

# Dung Beetles of New York State

## Cattle & Dairy Pastures

### Dwellers

#### *Acrossus rubripennis*

6.2 to 9.0 mm long. Head and pronotum black, elytra over the abdomen is reddish. Darkens at the end.



#### *Alloblackburneus rubeolus*

3.5 to 5.0 mm long. Head pronotum, and elytra are roughly evenly reddish-brown throughout. Very smooth in appearance.



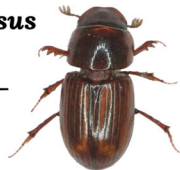
#### *Aphodius fimetarius* or *Aphodius pedellus*

6.9 to 9.5 mm long. The head and pronotum are black. The elytra is a uniform dark red.



#### *Blackburneus stercorosus*

3.0 to 5.0 mm long. Entirely shiny reddish-brown beetle with yellowish edges.



#### *Calamosternus granarius*

3.4 to 6.0 mm long. The head, pronotum, and elytra are all black. The tips of the legs can appear reddish.



#### *Chilothorax distinctus*

4.5 to 5.5 mm long. Black head and pronotum. Elytra is medium brown with distinct black markings.



#### *Dialytellus dialytoides*

3.2 to 4.6 mm long. Entire body is dark brown to black. Body is elongate and deeply punctured.



#### *Eupleurus subterraneus*

6.9 to 7.3 mm long. Body is entirely black, slightly flattened, and elytra ridged.



#### *Labarrus lividus*

3.5 to 5.8 mm long. Brown, dark line between elytra with parallel yellowish tan lines outline entire body.



#### *Melinopterus prodromus*

5.0 to 6.0 mm long. Head and pronotum medium brown with yellow-brown ribbed elytra.



#### *Oscarinus rusicola*

3.6 to 5.2 mm long. Head, pronotum, and elytra reddish-brown. Legs lighter red.



#### *Otophorus haemorrhoidalis*

4.1 to 5.4 mm long. Black body and elytra with red hue at apex of elytra. Long and punctured scutellum.



#### *Teuchestes fossor*

8.0 to 12.0 mm long. Large and robust entirely black, shiny beetle. Long scutellum.



#### *Trichonotulus scrofa*

3.0 to 4.0 mm long. Head, pronotum, and elytra dark brown to black. Pronotum and elytra very hairy.



### Tunnelers

#### *Colobopterus erraticus*

6.0 to 8.1 mm long. Head and pronotum black, elytra brown. Long scutellum.



#### *Onthophagus taurus*

6.0 to 11.0 mm long. Entirely dull black body. Males have large or small horns, females no horns.



#### *Onthophagus pennsylvanicus*

3.5 to 5.0 mm long. Short and stout beetle, entirely black. Covered in pale hairs.



#### *Onthophagus hectate*

5.0 to 10.0 mm long. Body black, covered in pale hairs. Males have hornlike projection on pronotum.



#### *Onthophagus nuchicornus*

6.0 to 8.0 mm long. Head and pronotum black, elytra light brown with black mottling. Males have a single horn on head.



### Other Predatory Beetles

#### Staphilinidae

Elongated beetles with short elytra and exposed abdomen.



#### Hydrophilidae

Round beetles either black, brown or with colored pattern.



#### Hister Beetles

Shiny beetles with a tiny head and tip of abdomen exposed.



The beetles shown here were found as part of studies surveying dung beetle populations in dairy and livestock pastures across NYS.

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Each species of dung beetle has its preference for heat, moisture, and area of the dung patty.

NEW YORK BEEF PRODUCERS ASSOC. &  
CHAUTAUQUA COUNTY BEEF PRODUCERS ASSOC.  
PRESENT:

# REGION 2 ANNUAL MEETING

MARCH 21, 2025

116 PLEASANT VIEW AVE. LAKEWOOD, NY 14750

**\$30 PER PERSON** Payable at the door.

5:30 PM SOCIAL HOUR  
6:00 PM BUFFET DINNER

Chuck roast provided by Moon Meadow  
Farm, LLC.  
The Card Family

R.S.V.P. by March 16th

Ted Card  
(716) 664-0356  
lvq1259@netsync.net

Chelsey Nelson  
(716) 801-1855  
valleyviewfarms@hotmail.com

Join us for a roundtable discussion with Jeff Hostetter of Select Sires, Phil Trowbridge of Trowbridge Farms, Dr. Shannon Carpenter DVM NYSCHAP Coordinator for NYSAGM, division of Animal Industry, Dr. Katie Card-Allen, DVM Regional Field Veterinarian on Best Practices for Cow-Calf producers. A proactive approach to animal health for mama and baby.



All are welcome. Membership in these beef producer groups is not required. Following the buffet dinner, a short business meeting will kick off the evening. We will then move to the roundtable discussion.



Jeff Hostetter is the Product Manager for Premier Select Sires. Jeff grew up on a small dairy farm in southeastern PA. He attended Penn State University obtaining a degree in Animal Science. After working for 6 years in the nutrition business, he joined Premier in 2007 as a Reproductive Service Specialist. In 2019 he moved into his current role where he uses his nutrition and animal health knowledge to provide solutions for the farmer-owners of Premier.

  
TROWBRIDGE  
FARMS

  
SELECT SIRES  
YOUR SUCCESS  
Our Passion.

This meeting is open to all beef producers, regardless of whether or not you're a member of NYBPA.

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Attending these regional meetings gives you the opportunity to meet with other local farms and hear discussions on topics that impact you!

# Join us for our upcoming Shop Talks!

We have Shop Talks scheduled for the 2025 growing season. Open to all field crop producers.

No cost to attend. Registration is preferred but not quite required.

**Call Katelyn Miller at 716-640-2047.**

## **Shop Talk: Drone Discussion**

Are you interested in drones? Local experts will be attending to provide their perspective on the benefits, challenges, and opportunities of using drones in the field crop setting.

### **Dutch Hill Farms - Dave Cobo**

10423 Dutch Hill Road  
West Valley, NY 14171

**Thursday, March 27th, 2025**

**1:00 PM - 2:30 PM**



## **Shop Talk: Integrated Weed Management**

Mike Hunter, Field Crop IPM Coordinator, will share his knowledge on managing weeds. The discussion will cover various management practices in both conventional and organic settings, including herbicide-resistant weeds. Mike will also conduct a mock combine clean out to show how to reduce weed seed spread.

### **Country Crossroads Feed and Seed LLC**

3186 County Route 61  
Andover, NY 14806

**Wednesday, March 19th, 2025**

**1:00 PM - 2:30 PM**

**\*1 DEC credit requested in 1a, 10, 21 & 23 for  
Shop Talk: Integrated Weed Management**



**Cornell Cooperative Extension  
Allegany County**

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Southwest NY Dairy, Livestock and Field Crops Program

*CCE is an employer and educator recognized for valuing AA/EEO, Protected Veterans, and Individuals with Disabilities and provides equal opportunities.*

**We have two Shop Talks scheduled for the  
2025 growing season.**

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**Interested in attending? Call Katelyn Miller  
at 716-640-2047.**

## Please Check H.E.R. Out: Ensuring a Compassionate End of Life

By Katie Callero, Dairy Management Specialist, SWNYDLFC

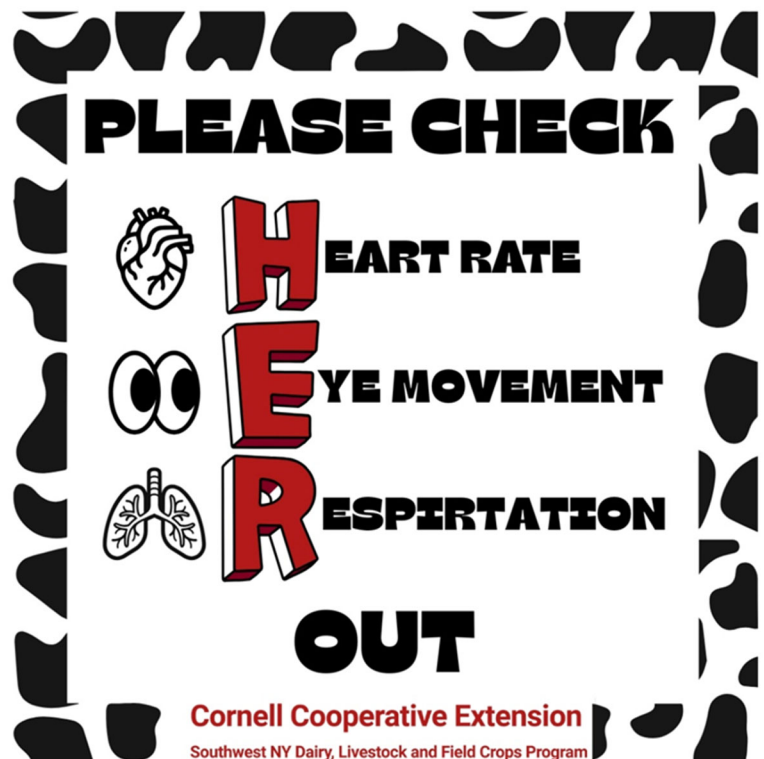
As one of my colleagues, Kirsten Workman from Pro-Dairy, frequently says, “If you’re going to have livestock, you’re going to have deadstock.” This is just the reality of farming animals. The very serious responsibility gifted to livestock farmers is to ensure that the end of life is humane and compassionate. Dr. Jennifer Walker of Kinder Ground, an organization that aims to elevate the welfare of food production animals, stated three basic ground rules for euthanasia consideration in cattle.

The first is: Death is NOT a welfare issue, DYING is. No animal should have to experience prolonged suffering as they endure the process of dying. She mentioned an adage that sticks in her mind as a veterinarian when she is questioning a euthanasia decision, which is “better a day early, than a moment too late.” The second ground rule is: Transport is a hard process regardless. It can be easy to get sucked into the delusion that once a cow is loaded onto the truck, she is done and gone. While she may no longer be under your direct supervision, transport can be an arduous process, and it is not an uncommon occurrence for cows to travel long distances and often end up out of state from their originating farm. If you are thinking you want a cow gone on the truck tomorrow, it may be the most compassionate thing to euthanize her today as you seriously investigate her fitness for transport. The final ground rule laid out by Dr. Walker is: Profit is NOT a justification for suffering. The emphasis here is on making better decisions sooner and not letting a cow who is still producing some milk blind you to the best welfare decision.

Every farm should have clear and established euthanasia protocols. I find decision tree resources to be incredibly helpful in ensuring consistent decisions throughout all the farm staff. Once the decision has been made there are three approved methods by the FARM program for euthanasia: gunshot (no secondary step required), captive bolt (secondary step required), intravenous injection (performed by a veterinarian). It is imperative that all staff are trained on your method of choice and are continually reeducating themselves. Unfortunately, many of us have probably heard the horror stories of what happens when untrained farm staff try to offer compassion to a suffering animal only to make matters worse. Stories like these are why I join in agreement with Dr. Jennifer Walker when she urges farmers to please always check H.E.R. out. This nifty acronym reminds you that you need to check for H – heart rate, E – eye movement, and R – respiration to ensure euthanasia has been performed properly. If

you would like help reviewing or creating your euthanasia protocols or want posters or other resources for your farm regarding euthanasia, please reach out to me, Katie Callero, at 607-422-6788.

Finally, not only do you need to ensure you check H.E.R. out, but you should also check yourself out. There is an emotional toll that accompanies the moral responsibility that is associated with making these decisions. Be compassionate with yourself, especially in seasons where it seems these decisions may be occurring more frequently than they need to be. Be honest with yourself and your farm staff. Spend time with those you love and remind yourself of your “Why?” for farming livestock, whatever it may be. Ultimately, every day you are feeding not just your cows, but your community and our country. If you are ever looking for extra support, there are a myriad of resources available. You can reach out to NY FarmNet for free confidential assistance: 1-800-547-3276. Browse the resources from Rural Minds at ruralminds.org. Call or text the 988 lifeline number. You can also reach out to your local county offices: Allegany – 585-593-1991, Cattaraugus – 716-373-8040, Chautauqua – 716-753-4104, Erie – 716-248-2941, and Steuben - 607-664-2255.



When was the last time you had an all-farm meeting to discuss euthanasia protocols? Get your team together for a lunch and learn this month.

8 - March 2025



Everyone needs to vent sometime! It's okay to reach out to resources like NY FarmNet, especially if it means treating your cows and people better.



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Southwest NY Dairy, Livestock and Field Crops Program

# TRANSITION HEIFER CALF PROGRAM



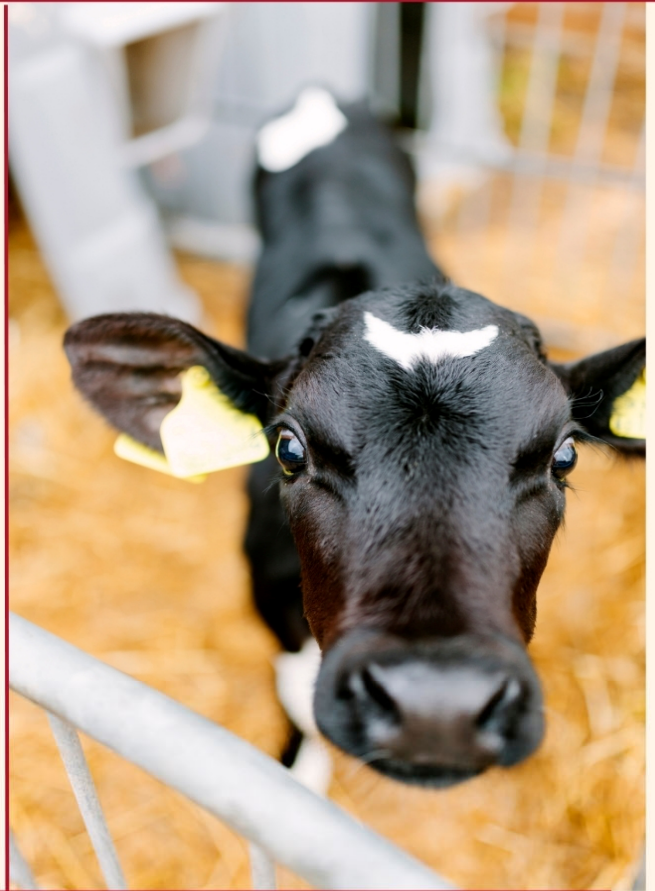
Offered in English or Spanish this workshop is all about improving management of your calves as they transition to weaned heifers!

### TOPICS COVERED:

- Nutrition
- Health
- Housing Management
- Inventory Management

**MARCH 24TH 2025**  
**10 AM TO 3 PM**

TELAAK FARMS  
7301 HINMAN HOLLOW ROAD  
MANSFIELD, NY



**REGISTER AT:**  
[TINYURL.COM/SWNYCALF](https://tinyurl.com/swnycalf)  
OR CALL KATIE CALLERO  
AT 607-422-6788



**REGISTRATION FEE:**  
**\$25/PERSON**  
INCLUDES LUNCH

THANK YOU TO OUR SPONSORS: DFA, FARM CREDIT EAST, FEED WORKS, PERRY VET, ZOETIS

Cornell Cooperative Extension's Southwest Dairy, Livestock, and Field Crops Program is a partnership between Cornell University and the five Cornell Cooperative Extension Associations of Allegany, Cattaraugus, Chautauqua, Erie, and Steuben Counties. CCE is an employer and educator recognized for valuing AA/EE0, Protected Veterans, and Individuals with Disabilities. We are an equal program and employment opportunities.

Biosecurity is important! Please wear clean clothes and boots if you are planning on attending.

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For more information on the topics covered in this program, reach out to Katie Callero at 607-422-6788 or [krc85@cornell.edu](mailto:krc85@cornell.edu).

# Practical Lessons Learned from Advanced Soil Health Training: Part 3

By Katelyn Miller, Field Crop & Forage Specialist, SWNYDLFC

The third and final session of the Advanced Soil Health Training Cohort focused on two critical topics: no-till and planting green. The session provided valuable insights through expert presentations and firsthand experiences shared by farmers through presentations and panel discussions.

## KEY TAKEAWAYS ON NO-TILL

No-till offers different benefits, including erosion control, reduced fuel and labor costs, and increased water retention. However, adopting this practice comes with its own set of challenges.

### Weed pressure:

Without tillage to disturb weeds, weed pressure can be higher in no-till systems, especially in the transition period. This may result in a greater reliance on herbicides or cover crops, which can affect yields. Also, in time, perennial weeds might start to become a concern in your annual cropping systems.

### Equipment:

No-till often takes specialized equipment or adjustments to current equipment. Fine-tuning planting practices, such as adjusting seed depth and managing residue, may take time. Additionally, no-till is tough on equipment, often requiring more time to be spent on maintenance/repairs. Thanks to the glaciated soils of NY, we have plenty of rocks to thank for equipment break downs.

### Soil adjustments:

Have you ever heard the phrase “addicted to tillage”? When switching from conventional to no-till, it can be challenging. Tillage creates temporary changes in bulk density that creates an “perfect seedbed”. Soil compaction from tillage or vehicle traffic can become more apparent once tillage is eliminated.

### Nutrient availability:

The increased residue in no-till systems can tie up nitrogen temporarily as the carbon in the residue decomposes.

### Adjustments to cropping system:

Adopting no-till may require changes to your cropping system, such as adjusting the timing of fertilizer applications and managing what GDD crops (there’s a big difference between 91-day and 101-day corn) you select to accommodate manure or cover crop applications.

Looking at the total picture is key to evaluating how effective no-till is for you. You may see reduced yields in comparison to your conventional system, but how do the costs pencil out in comparison? Are maximum yields the goal?

Are you okay with reduced yields if the cost per bushel is less? A farmer who presented at the session highlighted the importance of attitude when transitioning to no-till—if you believe it won’t work, it probably won’t. Successful implementation requires patience and a positive outlook.

## KEY TAKEAWAYS ON PLANTING GREEN

Planting green offers several advantages, such as mitigating challenges of wet soil, accumulating biomass, and reducing weed emergence. However, it also comes with its own set of challenges that require careful management. For adoption, considerations have to be made about equipment modifications and management. Challenges include:

### Mother Nature:

Weather is probably one of the most significant factors affecting the success of planting green. If the forecast predicts a dry spring, you may want to terminate the cover crop early to conserve moisture in the soil. If a wet spring is predicted, leaving the crop alive will help remove excess moisture from the soil. The reality is, this decision needs to be made in April.

### Biomass:

Accumulation of biomass is great, but there can be too much of a good thing. A dense mat may form, complicating seed placement and leading to poor seed-to-soil contact, uneven emergence, or stunting. For dairy farmers, applying manure before the cover crop gets too tall is a challenge, particularly when using dragline systems.

### Emergence:

As mentioned above, it can be tough to get the seed into the ground at the depth you want. Additionally, varying soil temperatures can worsen this challenge.

### Equipment:

The right equipment is essential to effectively manage and terminate the cover crop. If it’s too tall, it can shade emerging plants and stunt their growth.

**Pests:** If you have ever planted corn into sod, you’ve likely dealt with slugs. It’s a pest of concern when there is lots of biomass on the field surface.

### Planting depth:

With an increased amount of biomass on the soil surface, it can be harder to get the seed to the correct depth. Ensuring that the seed is properly placed is crucial for consistent emergence.

If you have any questions, don’t hesitate to reach out to Katelyn Miller at 716-640-2047 or by emailing [km753@cornell.edu](mailto:km753@cornell.edu).



Implementing practices like no-till and planting green require careful management, time, and a willingness to adapt.

During the session, one farmer mentioned that they utilize bio-strips to plant green on their farm. Bio-strips involve the planting of two different cover crop mixes into the field, rotating every few rows of the drill with a different species. One species winterkills, while the other doesn't. The whole premise is to plant into an already dead cover crop and spray the rest at/around planting. This allows the opportunity to not plant into a competing crop while still getting the benefits of a cover crop.

The biggest piece of advice I have received about planting green is that "when it works, it works well". The success of planting green depends on a variety of factors, and the ability to adjust management will help you remain successful in its adoption. Implementing practices like no-till and planting green can bring significant benefits to soil health, but they require careful management, time, and a willingness to adapt. While there may be some initial challenges, with the right mindset and adjustments, these practices can result in long-term improvements. If you have any questions or need further guidance, don't hesitate to reach out to Katelyn Miller at 716-640-2047 or by emailing km753@cornell.edu.

## Field Equipment or Road Equipment?

*By Joe Lawrence: PRO-DAIRY*

The impacts of soil compaction have long been known, with many interacting effects related to water infiltration, root growth, nutrient availability, and more limiting crop productivity.

While reducing the weight trafficking through fields has been a long-standing tenant of compaction management, on dairy farms, heavy loads of manure and forages are unavoidable. Advances in manure management related to manure transfer and drag line field application are substantial wins in this area. Even when tanker spreaders are still used in the field, filling from a temporary tank (frac tank) instead of having to travel back and forth to the storage to reload is an improvement. It is useful to remember we can still do damage to our soils with manure injection equipment when applications are made to wet soils. Getting forages out of the field, on the other hand, presents different challenges than liquid manure.

### **You can't have it both ways**

An important area to look at in any discussion on soil compaction is tires (and tire inflation); however, proper tire setup is really a moot point when we have forage transfer equipment operating in the fields and on the roads. You just can't have the proper tires for both. Recent mobile tire inflation options are a significant investment and only address one aspect (tire pressure) of the numerous challenges (such as tire style, soil impacts, and road and infrastructure impacts) associated with using the same tires and equipment in field and road settings.

Furthermore, using the same equipment for both field and road applications brings added cost and risk. The abuse of driving road equipment through the field adds to operations and maintenance cost. It is inevitable that equipment leaving fields is going to bring dust and mud onto the roads at one point or another, creating road infrastructure and public safety challenges.

This all points to the need to keep field equipment in the field and road equipment on the road. It is a discussion that is slowly picking up momentum, but needs more attention, and to be expanded beyond manure management.

When approaching this subject with forages, dump carts in the field (with proper tire setup) transferring their loads into road equipment at the field's edge is an obvious direction to explore. This idea often receives pushback with the perception that it will slow operations and that it is really only necessary if field conditions are so muddy during harvest you cannot get trucks into the fields. In reality, the discussion and cost benefit analysis need to go much further than these points. Road tires in the field are doing damage to the soil, adding to the hidden losses associated with compaction, even when field conditions are perceived as "okay."

Even when following best practices for soil management and fine-tuning crop rotations (such as by noting crop maturities to facilitate timely planting and harvest), mud is inevitable, particularly with the more frequent extreme weather events many areas are experiencing. Additionally, the associated costs are more substantial than most acknowledge. Labor and equipment resources dedicated to harvesting in challenging field conditions, such as pulling tractors and road cleaners, can offset the added labor and equipment needed to run dump carts. Operation and maintenance costs for all equipment are higher when they are used in the wrong setting.

Considerations for the community also need to be factored in, not only with road safety but with the impacts of road damage on business relationships with municipalities.

As farms continue to evolve, truly addressing soil management in forage production requires more focus, with the distinction between field equipment and road equipment being an important opportunity.

The impacts of soil compaction have long been known, with many interacting effects related to water infiltration, root growth, nutrient availability, and more limiting crop productivity.



As farms continue to evolve, truly addressing soil management in forage production requires more focus, with the distinction between field equipment and road equipment being an important opportunity.

# Negotiating Land Leases & Building Strong Relationships for Long-Term Success

By Katelyn Walley, Farm Business Management Specialist, SWNYDLFC

Leasing farmland can be a great opportunity for both farmers and landowners, but it takes good communication and a fair agreement to make it work. In small towns and rural communities, word gets around fast—so it's important to start off on the right foot and keep things positive. Here are some key steps to help you negotiate a land lease that benefits everyone.



## **BEFORE NEGOTIATING: DO YOUR HOMEWORK**

Good communication is key from the start. Before reaching out to a landowner, take time to explain your farming practices and what you'll need from the lease. A little old-fashioned kindness, like bringing cookies or a friendly conversation, can go a long way in making a good first impression.

It's also important to know your numbers. Understand your break-even price, check local rental rates, and be ready to explain why your offer is fair. If you're looking for new land, use resources like tax parcel records, word of mouth, or even town offices to find potential leases.

## **DURING NEGOTIATIONS: BE HONEST AND FLEXIBLE**

When discussing rental prices, keep things realistic. Some landowners may try to negotiate like they're at a flea market, but it's best to focus on fair market value. If cash rent is too high, consider offering barter services—such as snow plowing, providing meat, or making infrastructure improvements—in exchange for a lower rental price.

Be upfront about your farm's budget and expected expenses. Transparency helps build trust and prevents misunderstandings down the road. And if things get complicated, don't hesitate to bring in legal counsel to make sure both sides are protected.

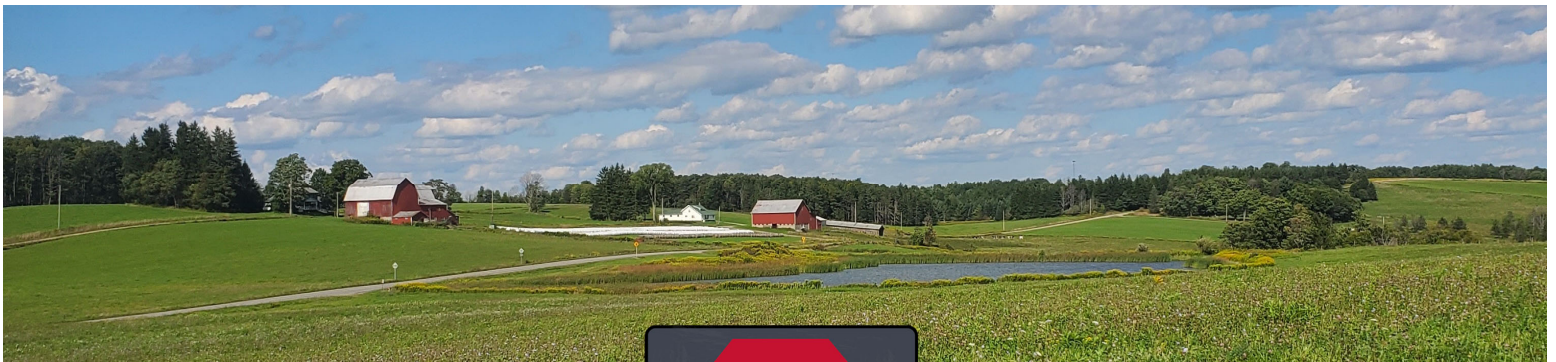
## **AFTER THE LEASE IS SIGNED: KEEP THE CONVERSATION GOING**

A good lease agreement doesn't mean communication stops. Set up times to check in, especially before planting season and when it's time to renew the lease. If you plan to spray pesticides, spread manure, or work late in the field, give the landowner a heads-up. Likewise, landowners should inform you if they plan to host special events or use the land for recreation.

At the end of the day, being a good neighbor makes a big difference. Clear communication and mutual respect help avoid conflicts and keep things running smoothly—so you can focus on farming without unnecessary stress.

## **MOST IMPORTANTLY: GET IT IN WRITING!**

Having a written and signed lease agreement is the most important thing you can do to protect yourself and set yourself up for success. No matter how good a handshake deal may seem, always get your lease in writing. A written lease protects both you and the landowner by clearly outlining rent, lease length, responsibilities, and any special agreements (such as bartering services). Verbal agreements can lead to misunderstandings down the road, so having everything documented helps prevent disputes and makes renewal discussions easier.



There is no “one size fits all” approach for determining land lease pricing. Rather than searching for the “average rate” for your region, think about your costs.

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Always get lease agreement terms in writing to prevent potential misunderstandings later on. Best practice is to have the document reviewed by legal counsel.



New York  
Pork Producers

# 2025 Annual Meeting



**Saturday, March 29th**

**The Lux Hotel**

2468 NY 414, Waterloo, NY

Program Topics:

- Breaking Down Feed Rations
- Mycotoxins
- Meat cutting demonstration for value added cuts from the shoulder and loin
- National Pork Board Update
- National Pork Producers Council Update

**9am - Registration**

**Lunch is provided**

**Silent Auction throughout event**

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**Pre-registration by March 15th is encouraged**

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This NYPP meeting is free to all pork producers, regardless of whether you're a member of NYPP.



The value-added meat cutting demonstration will be performed by retired USDA processing inspector, Steve Olson.

# How to Prepare Your Employees for an ICE/CPB Encounter

By Elizabeth Higgins, Farm Management Specialist, Eastern NY Commercial Horticulture Program

Adapted from: <https://blogs.cornell.edu/capitalareaagandhortprogram/2025/02/12/how-to-prepare-your-employees-for-an-ice-cpb-encounter/>

There has been a lot of concern among ag employers and immigrant communities in New York about recent changes in federal immigration policy and enforcement. The purpose of this article is to help.

First it is important to note that many of the rumors of drastically increased ICE presence in NYS are not valid. An article in the Dispatch (a right-of-center media outlet with a high rating for fact-checking), "Trump's Deportation Dilemma," reported recently that despite "Cops-style raids in cities across America," actual arrests and deportations are actually in keeping with or below the levels during the Biden and Obama administrations. The article points out that the majority of ICE arrests occur in prisons and jails.

ICE's X account (@ICE.gov) stopped posting daily arrest numbers at the end of January and is now posting details about individual criminals who are being arrested and deported. This strategy – of making a story about an individual for greater effect – is a well-known communications strategy for heightening the emotional response, and it has the added advantage of minimizing the fact that deportation numbers are nowhere near President Trump's administration's stated goals. Currently, there are currently too few beds to house detainees, too few immigration judges, too few resources, and not enough manpower.

That said, given the concerns of the agricultural community about increased ICE and US Customs and Border Protection enforcement, and this Administration's stated policy goals of removing unauthorized individuals and reducing illegal immigration to the US, knowing what rights you have as a business owner and what rights your employees have can be empowering. The New York State Office for New Americans and the **Cornell Farmworker Program** are offering information to help immigrants and employers know their rights and how to respond and be prepared for interactions with Immigration and Customs Enforcement (ICE) and US Customs and Border Protection (CPB).

## HERE IS A SUMMARY OF INFORMATION PROVIDED BY THE NEW YORK IMMIGRANT COALITION

- You always have the right to remain silent and not answer questions. Any information provided can be used against you later.
- You always have the right to refuse searches of

your home, person or belongings by law enforcement, unless a judicial warrant is produced. But do not physically resist or interfere with them.

- You do not need to show identification. But do not lie or show false documents.
- You have the right to request an attorney
- You have the right to record law enforcement, including ICE agents, as long as you are not interfering with them.

Within the 100-mile Border Zone (which covers much of NYS) Customs Border Patrol Agents have some additional powers. CPB agents can:

- Can stop you and ask questions about your citizenship or immigration status.
- Can enter onto private land within 25 miles of the border
- But they cannot enter a home or dwelling on private land anywhere without a judicial warrant or consent and
- They cannot conduct searches without a legal reason or consent.

## TIPS FOR EMPLOYERS

The National Employment Law Project and National Immigration Law Center have put together a publication, "What to do if Immigration Comes to Your Workplace," that can provide some guidance. Here are some key takeaways- ICE agents can enter public areas of a business, such as parking lots or lobbies, without restriction. However, they cannot access nonpublic (private) areas without consent of the owner or a valid judicial warrant.

It is a good idea to train your staff to refer ICE agents to you and not to allow ICE agents entry to private spaces (including worker housing). A worker can say, "I can't give you permission to enter; you must speak with my employer."

It is important to know the difference between a judicial warrant and an administrative warrant. A judicial warrant, issued by a federal or state court and signed by a judge, specifies the search's scope and location, which may include a private area. Employers must allow access to areas specified in the warrant but can refuse entry to nonpublic areas beyond the warrant's authorized scope. In contrast, an administrative warrant, which a judge does not issue, does not authorize ICE agents to enter private spaces without permission. It directs law enforcement to arrest or detain specific individuals suspected of immigration violations but does not impose a legal duty on individuals or employers to comply with ICE demands.

Knowing your rights as an employer and employee can prepare you for any potential interactions with ICE and CPB.



Train your staff to refer ICE agents to you to help direct them to which areas they can and cannot enter at your workplace.

## I-9 AUDITS OF WORKPLACES

With the heightened focus on immigration enforcement, an increase in I-9 audits and compliance investigations is anticipated. The Immigration Reform and Control Act of 1986 ("IRCA") prohibits the employment of individuals who are unauthorized to work in the U.S. and requires employers to verify their identity and employment authorization. Federal law mandates that employers timely complete an I-9 form for each employee to verify employment eligibility.

Some best practices in I-9 records management:

You need to keep I-9s for at least 3 years after the employee hire date or 1 year after the termination date. Shred old I-9s that you don't need to keep so they are not a liability to you.

Along with the I-9s, you will need to provide payroll lists, but you do not need to provide individual pay records or personnel files – keep the HR files separate to control the information that is provided.

*Added by Katelyn Walley: Cornell's Farmworker Program has created a Referral Card that can be printed and shared with employees.*

*This document clearly states your right to remain silent and your right to an attorney in the event of questioning or detainment. It also includes phone numbers for Legal Aid Society and the Mexican and Guatemalan Consulates and the Cornell Farmworker Program.*

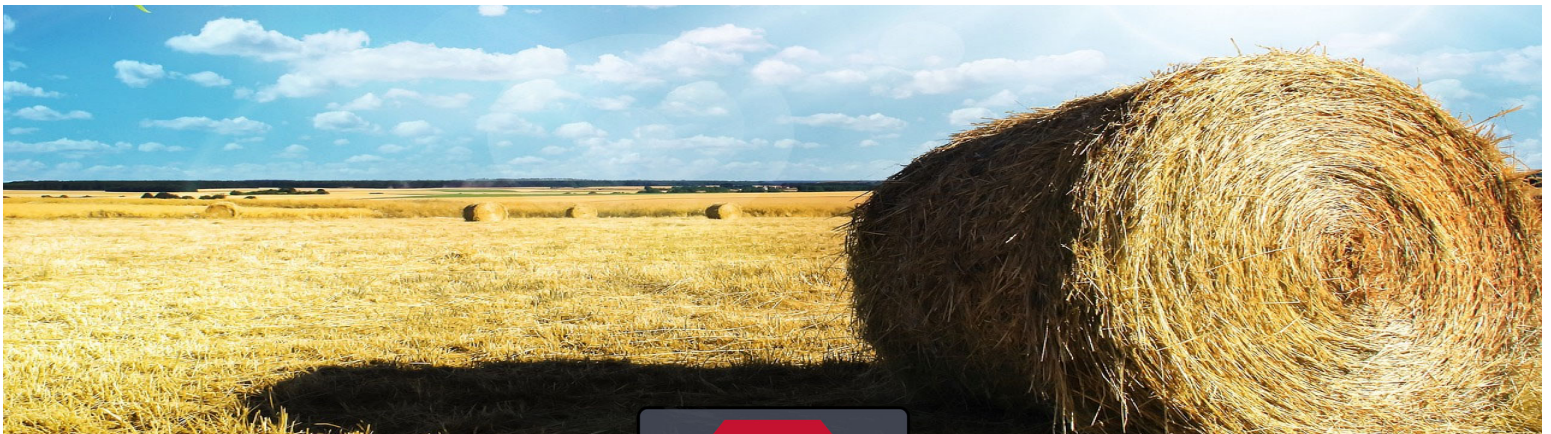
Si usted es detenido por agentes de Inmigración entregue esta tarjeta al agente, dele su nombre y manténgase en SILENCIO. Esta tarjeta explica al agente que usted se niega a contestar sus preguntas o firmar algo hasta que hable con un abogado.

### TO WHOM IT MAY CONCERN

**I am handing you this card because I do not wish to speak with you or have further contact with you. Please be informed that I choose to exercise my right to remain silent and to refuse to answer your questions. If I am detained I request that I immediately be allowed to contact an attorney. I will exercise my right to refuse to sign anything until I am allowed to speak to an attorney.**

NYS Immigration Hotline: 1-800-566-7636  
Consulado Mexicano: 1-800-724-7264  
Consulado General de Guatemala: 1-212-686-3837  
Cornell Farmworker Program: 1-607-254-5194

"I live in \_\_\_\_\_ and work for \_\_\_\_\_."  
"Yo vivo en \_\_\_\_\_ y trabajo para \_\_\_\_\_."



Keeping I-9 records separately from payroll lists gives you the capacity to control the information that is provided.

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You may consider making copies of the referral card above to share with your employees.

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