



A partnership between Cornell University and the CCE Associations in these five counties: Allegany, Cattaraugus, Chautauqua, Erie, and Steuben.

Crops, Cows, and Critters Newsletter

Volume 2 · Issue 2 · March 2021

Dairy Forward Grant Program Announced

By Katelyn Walley-Stoll

On Wednesday, February 24th, 2021, Cornell Cooperative Extension and American Farmland Trust invited dairy producers across the state to join a free webinar focused on the Dairy Forward grant program. This program aims to help dairy farm families in New York access information and professional services to plan for farm transitions in the face of tremendous challenges such as a weak dairy economy, disruptions from severe weather, and an aging farmer population. Molly Johnston-Heck, Regional Farmland for a New Generation Manager with American Farmland Trust, and Farm Business Management Specialists from Cornell Cooperative Extension led an interactive program overview and Q&A session to explore this grant opportunity. The recording and supporting materials from this webinar are available at farmbusiness.cornell.edu or by calling Katelyn at 716-640-0522.

American Farmland Trust is joining Chobani to support dairy farmers in planning for the future. The Dairy Forward program offers grants of \$500 to \$5,000 that can be used to help NY dairy farm families:

- Plan for farm transfer and generational succession (ex. Funds could hire an attorney to develop a will, health care proxy, buy/sell agreement, or general planning)
- General farm business planning (hire a farm business consultant to develop a plan to improve farm viability by setting goals, researching alternatives, market evaluation, and developing a new enterprise).
- Permanently protect their land (professional services associated with a conservation easement, land

planning, appraisals, surveys, or legal fees).

- Adopt regenerative farming practices (hire a consultant to adopt cover crops, no-till and reduced tillage, grazing and crop rotations).

These funds are available on a first come, first serve basis. Eligible farms must be located in New York state and be a dairy operation, have sold more than \$1,000 in agricultural products in 2020, and have a service provider identified for their proposed project. Funds will be paid directly to the service provider so farms will not need to plan to front the money. They can also be used as match for other programs (like the Dairy Advancement Program!).

Viewing this webinar is not a requirement to apply for Dairy Forward funds. For more information and a copy of the application, visit farmland.org/dairy-forward or contact Molly Johnston-Heck with American Farmland Trust by emailing dairy@farmland.org or calling 315-565-1538. Your local Cornell Cooperative Extension Farm Business Management Specialist is also available for guidance (Katelyn Walley-Stoll, kaw249@cornell.edu, 716-640-0522).

Cornell Cooperative Extension

American Farmland Trust

Chobani

DAIRY FORWARD GRANT INFORMATION WEBINAR

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"Cows, Crops, and Critters Newsletter" by the Southwest New York Dairy, Livestock, and Field Crops Program with Cornell Cooperative Extension in partnership with Cornell University and the five county region of 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. By law and purpose, Cooperative Extension is dedicated to 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.

Using Behavioral Indicators to Identify Calf Illness

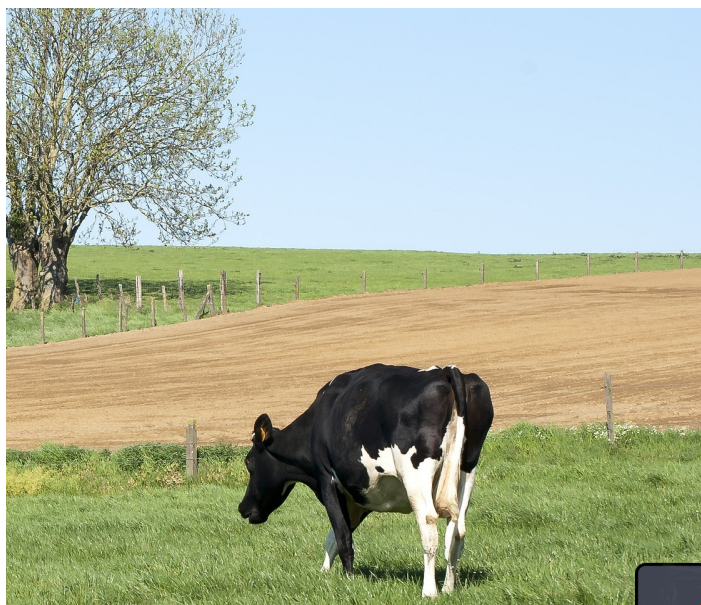
By Alycia Drwencke & Casey Hakeves

Common health issues that effect pre-weaned calves include pneumonia and respiratory disease, digestive issues, and contracted tendons. In fact, according to a 2014 NAHMS survey, operations that treat pre-weaned calves with antimicrobials stated that digestive and respiratory issues were the most common at a level of 21.1% and 12%, respectively. Identifying health issues early on can help promote the success of treatment and the welfare of calves. Behavioral indicators of disease often present well ahead of physical ones and can be valuable for early intervention. Some of these behavioral indicators include: grooming, feed and water intake, isolation, posture, play, lying time, overall behavior and attitude, and interaction with humans. Feed and water intake can be particularly helpful behavioral indicators when calves are fed with systems that record feeding behaviors. Visual assessments, however, are just as valuable if done consistently. For example, according to researchers Lowe et al. (2019) calves will decrease the quantity of milk consumed, their drinking speed, the number of visits to the feeder, and the length of feeder visits 3 days prior to the onset of clinical signs of disease. Calves will also increase the number of visits to the water trough before clinical signs of disease are observed, which emphasizes the importance for calves to have access to fresh, clean water. As a reminder, water access is now a requirement for calves starting at 3 days of age according to the FARM 4.0 program requirements. Lowe et al. (2019) also concluded that the number of lying bouts decreased and the duration of time spent lying increased before and following clinical signs of disease. This suggests that calves become less active in the days prior to expressing clinical signs of disease, which may be the result of calves having decreased appetite and attempting to conserve energy in response to disease onset (Lowe et al., 2019). For the full article, reach out to Alycia Drwencke.

Antibiotic Usage & Pathways: On-Farm Perspectives from CNY Dairy Producers

By Christine Georgakakos & Betsy Hicks

Members from CCE regional teams recently shared updates on their work looking at antibiotic usage on farms in Central NY. Not surprisingly, their work found that tracking the use of antibiotics and other treatments was common practice on farms, but the method of tracking that data varied by farmer age. Younger farmers we more likely to use technology. Additionally, farms consistently reported efforts to be more judicious in their use of antibiotics, even if the reason for doing so varied by farm type, size, and practice. However, their work also highlights an area of opportunity for farms to evaluate antibiotic contamination through pathways such as waste milk, mortality, and manure. For a copy of their full article or the published research paper reach out to Alycia Drwencke.



Identifying health issues early on can help promote the success of treatment and the welfare of calves.

Critical Calf Care Series

Recordings and resources available online at:
<https://cornell.box.com/v/criticalcalfcare>

Reminder!

As spring and the grazing season approach, farms should measure their forage height prior to turning cows on pasture. Depending on the type of forage, pastures should be at least 6-10 inches in height prior to grazing.

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For more information on any of these topics, contact Alycia Drwencke at 517-416-0386 or amd453@cornell.edu.

Dairy Market Watch

February 2021



Prepared by Katelyn Walley-Stoll.

Milk Component Prices			Milk Class Prices				Statistical Uniform Price & PPD				
Month	Butterfat	Protein	I (Boston)	II	III	IV	Jamestown, NY		Albany, NY		Albany \$/gal. to farmer
Jan 20	\$2.11	\$2.96	\$22.26	\$17.05	\$17.05	\$16.65	\$17.63	\$0.58	\$18.23	\$1.18	\$1.57
Feb 20	\$1.98	\$3.03	\$20.80	\$16.84	\$17.00	\$16.20	\$16.97	(\$0.03)	\$17.57	\$0.57	\$1.51
Mar 20	\$1.92	\$2.84	\$20.71	\$16.75	\$16.25	\$14.87	\$16.59	\$0.34	\$17.19	\$0.94	\$1.48
Apr 20	\$1.32	\$2.48	\$19.89	\$13.87	\$13.07	\$11.40	\$13.77	\$0.77	\$14.37	\$1.30	\$1.24
May 20	\$1.38	\$2.09	\$16.20	\$12.30	\$12.14	\$10.67	\$12.32	\$0.18	\$12.92	\$0.78	\$1.11
June 20	\$1.86	\$4.53	\$14.67	\$12.99	\$21.04	\$12.90	\$14.51	(\$6.53)	\$15.11	(\$5.93)	\$1.30
July 20	\$1.95	\$5.62	\$19.81	\$13.79	\$24.54	\$13.76	\$17.93	(\$6.61)	\$18.53	(\$6.01)	\$1.60
Aug 20	\$1.63	\$4.44	\$23.03	\$13.27	\$19.77	\$12.53	\$16.87	(\$2.90)	\$17.47	(\$2.30)	\$1.51
Sep 20	\$1.59	\$3.39	\$21.69	\$13.16	\$16.43	\$12.75	\$15.65	(\$0.78)	\$16.25	(\$0.18)	\$1.40
Oct 20	\$1.64	\$5.01	\$18.45	\$13.63	\$21.61	\$13.47	\$15.92	(\$5.69)	\$16.52	(\$5.09)	\$1.41
Nov 20	\$1.56	\$5.62	\$21.29	\$13.86	\$23.34	\$13.30	\$17.12	(\$6.22)	\$17.72	(\$5.62)	\$1.53
Dec 20	\$1.54	\$3.03	\$23.12	\$14.01	\$15.72	\$13.36	\$16.11	\$0.39	\$16.71	\$0.99	\$1.44
Jan 21	\$1.55	\$3.04	\$18.39	\$14.18	\$16.04	\$13.75	\$14.76	(\$1.28)	\$15.36	(\$0.68)	\$1.32

January Utilization (Northeast): Class I = 30.4%; Class II = 24.5%; Class III = 24.8%; Class IV = 20.3%.

Class I = fluid milk; Class II = soft products, cream, and yogurt; Class III = cheese (American, Italian), evaporated and condensed products; Class IV = butter and milk powder.

Dairy Commodity Markets (USDA Dairy Market News – Volume 88, Report 7, February 19th, 2021)

Cheese: Milk remains ample for cheese production across all regions. However, this week's low end of the spot milk price range shored up from \$8.50 to \$6.50 under Class, but spot milk trading was quieter in general. Cheese production rates are somewhat busy. Cheese demand notes are somewhat steady. Food service sales are mixed, as they have been. That said, some easing of restrictions in restaurants/bars has curd producers reporting heartier orders in recent weeks. Eastern contacts relayed inventories of fresh supplies are edging higher. Cheese market tones are somewhat vulnerable in recent weeks. As market impacts from COVID-19 near their first anniversary, food service purchasing has not fully recovered. Additionally, questions regarding governmental awards and ample milk availability are weaving a thread of uncertainty throughout the cheese narrative.

Fluid Milk: Milk production is steady to rising across much of the country. However, major winter storms wreaked havoc across parts of the United States; hardest hit were Texas and the Pacific Northwest. Milk production and manufacturing demand are unbalanced as frigid temperatures, heavy snows, and freezing rains resulted in power outages, staff shortages, and hauling delays.

Dry Products: Nonfat dry milk prices are steady to lower across the country. Production is strong as processors are running heavy amounts of condensed skim through the dryers. Prices for dry buttermilk are mixed in the Central and East, but steady in the West. Buttermilk powder production is sporadic, with nonfat dry milk taking most of the dryer time. Dry whole milk production is focused on contractual needs, and prices are steady to higher.

Butter: Coming up on the last week of "old crop" butter trading on the CME, market tones rallied last week and early this week. Market prices saw a bullish push of over a quarter from the first day of the month to Thursday. Butter production, nationwide, is very busy. There is a lot of cream moving throughout the U.S. and more cream has been dispersed from the southern portion of the country, where contacts say weather has wreaked widespread havoc throughout the dairy system: from farms to hauling to plants.

Friday CME Cash Prices					
Dates	1/22	1/29	2/5	2/12	2/19
Butter	\$1.40	\$1.24	\$1.26	\$1.39	\$1.55
Cheese (40# Blocks)	\$1.61	\$1.57	\$1.64	\$1.49	\$1.54

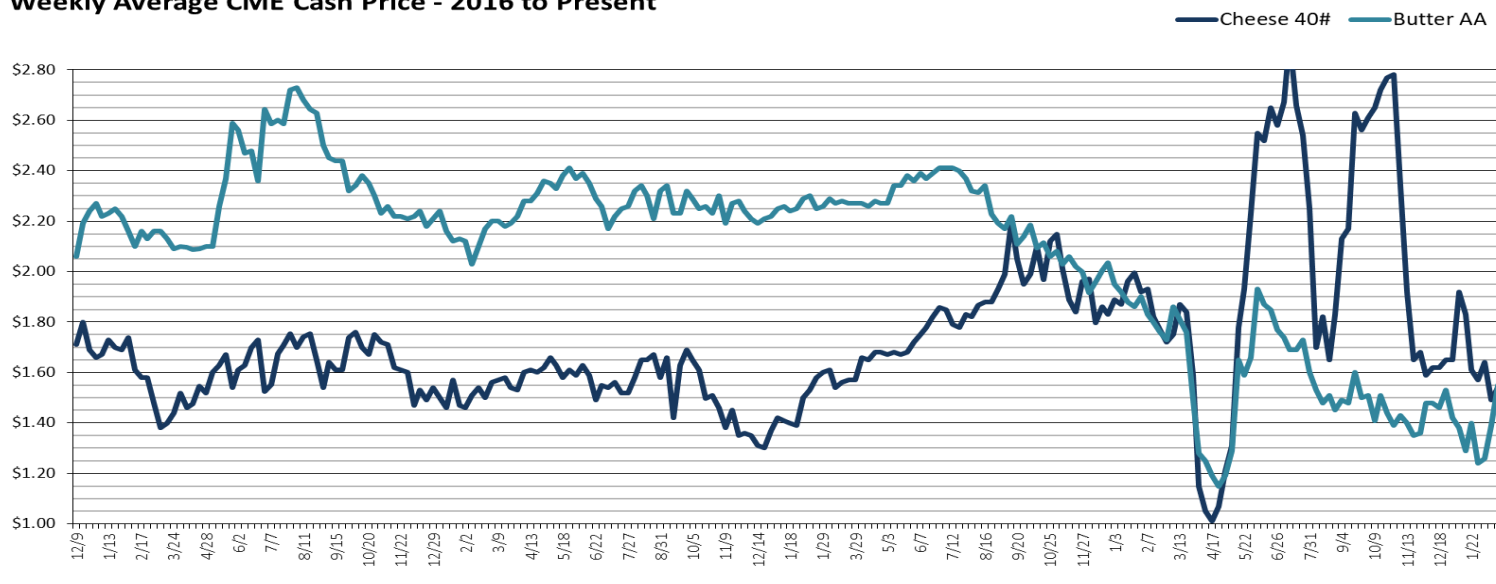
An educational newsletter to keep producers informed of changing market factors affecting the dairy industry.

4 - March 2021



For more information on Dairy Business Management and Market Analysis, contact Katelyn Walley-Stoll, Farm Business Management Specialist, at 716-640-0522 or kaw249@cornell.edu.

Weekly Average CME Cash Price - 2016 to Present



February 2021 Dairy Situation and Outlook, February 23, 2021

Bob Cropp, Professor Emeritus, University of Wisconsin Madison, Division of Extension

Originally published online at <https://fyi.extension.wisc.edu/dairy/february-2021-dairy-situation-outlook/>

February milk prices will end a little weaker than January. Class III will drop below \$16 to around \$15.60 compared to \$16.04 in January. Class IV will be around \$13.30 compared to \$13.75 in January. Cheese prices have been moving up and down all month and will average lower for the month than the January average of \$1.5141 per pound for cheddar barrels and \$1,7470 for 40-pound cheddar blocks. Currently barrels are \$1.3825 per pound and blocks \$1.57.

Where milk prices head for the remainder of the year remain uncertain and cannot be forecasted with a high degree of probability because milk prices can change a lot and quickly with any change in supply or demand. Crucial will be the level of milk production, and how soon the COVID-19 virus comes under control and things start to return more to normal. The level of dairy exports will also be important.

Milk production was running 3% higher than a year ago in November and December. Milk production slowed to just a 1.6% increase in January. Milk cow numbers started to increase month to month back in July and increased another 8,000 December to January. January milk cows were 0.9% higher than a year ago. But the slow down in milk production was due to just a 0.6% increase in milk per cow which in recent months was running 2%. While milk production has slowed it is still at a level to put downward pressure on milk prices.

Milk production is likely to slow as we move through the year. Lower milk prices and higher feed costs will tighten margins over feed cost which could slow the increase in milk per cow. The January cattle inventory showed dairy replacements expected calve within the next 12 months 2% lower than a year before. So, cow numbers may stop increasing by second half of the

year. USDA is forecasting cow numbers to average for the year 0.6% higher than 2020 with milk per cow up 1.4% resulting in 2021 milk production up 1.9% from 2020. That is a lot of milk and will keep pressure on milk prices.

It looks some what encouraging that new cases of the COVID-19 virus are slowing and more will be vaccinated by summer. If so, restaurants should become more fully open, and with the possibility of in person learning in schools and sports returning coming this fall food service will strengthen improving butter and cheese sales. But the return to normal maybe slow as consumers are reluctant to return fully to pre-virus consumption patterns. The level of government purchase of dairy products is not likely to be at the level of last year. The Farms to Families Food Box Program runs through April. It is uncertain if the program will be extended. There remain other government programs where dairy products will be purchased for school lunch and food banks. Anyway, the sale of milk and dairy products should strengthen as we move through the year.

Dairy exports were very positive for milk prices in 2020. Dairy exports on a milk solids equivalent volume basis were up 12.9% and set a record high. Exports were 16.0% of U.S. milk production compared to the previous record of 15.5% set back in 2013.

Dairy exports in 2021 could continue to be a favorable factor for milk prices. The price of nonfat dry milk/skim milk powder, cheese and butter are currently very price competitive on export markets. The dollar also remains weak to other currencies. Milk production in other major exporters is increasing but over all appears to be less than one percent. So, there will be some additional product available to compete with the U.S. And COVID-19 has slowed economies of most countries. But USDA is forecasting for 2021

Dairy Market Watch continued on page 8

Stock levels remain at a relatively high level and need to be drawn down for stronger milk prices.

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Currently Class III futures are below \$16 for February and March, returning to the low \$16's by April and in the low to mid \$17's May through December.

Care of Pigs From Farrowing to Weaning

Information for this abridged article was originally written by John C. Rea, University of Missouri Department of Animal Sciences

The most critical period in the life cycle of a pig is from birth to weaning. On the average, about two pigs per litter are lost during this period. Poor management is the major contributing factor, although the actual cause may be crushing, bleeding from the navel, anemia, starvation or disease.

Weaning large litters of thrifty, heavyweight pigs is a key factor for a profitable swine herd. This article attempts to outline management practices that help keep pigs alive and profits high.

Preparation for Farrowing:

The gestation period of a sow is approximately 113 - 115 days, or 3 months, 3 weeks, and 3 days. To prepare for farrowing, producers should know when sows are due. They also need a method to identify all sows. Piglets may arrive early, so having a clean, sanitized environment will go a long way in reducing disease pressure.

Care at Farrowing:

At this point, individual attention to each sow will pay off with more live pigs. Decreasing the time in getting aid for an ailing sow increases survivability. Keeping an eye on the piglets within the first few days of farrowing will help reduce deaths from crushing, starvation, weakness, chilling, and diarrhea.

Management - First Few Days After Farrowing:

There are many essential chores to be done shortly after pigs are born. The navel should be disinfected on the day of birth using tincture of iodine. If possible, equalize litter size. If several sows are farrowing within a 24-hour period, pigs can be transferred successfully from one sow to another. Transfer the bigger pigs in the litter, not the runts. Best results occur if pigs are transferred the first 3 days of life and have received colostrum before transfer.

Clip needle teeth, being careful not to crush the teeth or cut the

gums. At the same time, tails can be docked. To dock the tails, use same side-cutter pliers. Leave a stub on the tail about 1/4-inch long. Tail-docking is best done when the pigs are one day old.

Ear-notching is a good practice, even in small herds. This identification helps select replacement animals from top litters and gives a check on age when pigs reach market weight.

There are many good sources of iron that can be used to prevent anemia. Iron-dextran injected in the muscle is an effective method. Injections in the neck or forearm are preferred to injecting in the ham. Common levels are 150-200 milligrams of iron as iron-dextran, usually given the first 2 to 3 days after birth. Don't give overdoses of iron because it may induce shock. Iron also can be mixed in the feed or in the drinking water. Supplying uncontaminated soil in the pig area is another method of supplying iron.

Checking the sow's temperature immediately after birth and each 12 hours the first two or three days helps head off problems. This has proven particularly helpful in initiating early treatment for MMA. Temperatures of 104 degrees Fahrenheit and above indicate some action is needed.

Light birth weight pigs present a difficult management problem. Nearly 60% of pigs born under 2 pounds will perish. However, with extra care and nutrient supplementation, many of these pigs can be saved.

Management During Lactation:

While piglets are born with little disease resistance, the consumption of colostrum immediately after birth provides them antibodies to fight disease, in particular scours. Colostrum gives

... Continued on page 7

Cornell Discussion Group on Commercial Small Ruminant Management

This discussion group was formed to connect sheep and goat farmers, extension staff, researchers, and service providers to share experiences and information on sheep and goat management. The group focuses on commercial production of all types including goat and sheep dairies, solar array grazers, traditional meat and fiber operations and grass-fed farms. This discussion group meets virtually via ZOOM at 7:30 pm on the third Thursday of every month. The next meeting will be March 18th.



Cornell Cooperative Extension Flock Talks

Cornell's Livestock Program Work Team is excited to announce a new virtual discussion series focusing on poultry. Meetings will be hosted on the 4th Wednesday of every month. A short presentation will be shared, followed by ample time for questions and discussion. There are two times to join: 12pm-1pm and 7pm-8pm. Topics will be decided based on community requests and will range from beginning to advanced content. The first talk will be on March 24th, where Jason Detzel of CCE Ulster will be sharing information on brooding and rearing basics for laying hens.

Cornell's livestock discussion groups provide a unique opportunity to learn from both Extension and from other farmers.

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If you are interested in learning more about any of the events or stories shared here, contact Livestock and Beginning Farm Specialist, Amy Barkley, at 716-640-0844 or amb544@cornell.edu.



From Pips to Peeps: Virtual Hatchery School For Small and Mid-Sized Flocks

Join Penn State Poultry Extension Specialist, Emily Shoop, and Cornell Cooperative Extension Livestock and Beginning Farm Specialist, Amy Barkley, to learn about developing a small-scale breeding and hatching program through a series of three virtual lectures and laboratories on topics including the basics of breeding flocks, incubation, and insight into hatch rates and resulting chick quality.

CLASS TIMES AND TOPICS:

Saturday, April 10th, 11am—2pm

Basics of Breeding Flocks

Lecture: Selecting birds for a breeding program, appropriate male: female ratios, biosecurity, NPIP, choosing sound eggs for incubation, egg storage, and culling eggs

Lab: Selecting sound birds and eggs

Saturday, April 17th, 11am—2pm

Introduction to Incubation

Lecture: Choosing the right incubator, how to set up an incubation room, incubator and egg management, hatchery and their management, biosecurity, cleaning and disinfection, preparing a brooder

Lab: Walk through an incubation room and incubator set-up, candling demonstration

Saturday, April 24th, 11am—2pm

Hatch Rates and Chick Quality

Lecture: Differentiate good and poor chick quality and determine how breeder flock and hatchery management affect this. Learn the different reasons for "failure to hatch" and what hatchery residue can tell us about the incubation process.

Lab: Hatchery residue and chick quality review

School registration fee: \$25

Pre-registration is required

Register today by contacting Amy Barkley at (716) 640-0844 or
amb544@cornell.edu

Interested in sponsoring? Contact Amy for more details!

Scholarships for those experiencing financial hardship are available upon request



Care of Pigs, continued from page 6 ...

protection to the piglets until they can make their own antibodies at 4-5 weeks. Week 3 has the lowest protection, and unnecessary stresses, such as castration, vaccination, and worming, should be avoided at this time.

In addition to receiving colostrum, a sanitized, draft-free environment is important for reducing the incidence of diarrhea problems.

Castration:

Male pigs can be castrated any time before 4 weeks of age. Castrating earlier is less stressful for the animal, and many producers opt to do this the first week.

Creep Feeding:

Creep feed allows for maximum gains through weaning. It should be a high-quality, complete mixed feed that is consumed readily. It can be provided starting at one week of age.

This feed should be kept from in an area away from the sow. The feeder should be placed in a warm, dry, well-lighted area. Feed small amounts, and feed frequently to keep the ration fresh. Sprinkling feed on the floor or placing it in a shallow pan may help pigs start to eat. Pelleted feeds are usually eaten more readily than meals.

Weaning:

Where good management is practiced, pigs are consistently weaned successfully at three to six weeks old. Time of weaning depends somewhat on care, facilities, and production schedules. Weaning under five weeks of age requires more skill and attention. Warm, dry facilities free from draft are essential.

Pigs weighing 15 pounds or more generally can be weaned successfully regardless of age if they are eating well. It is extremely important to have dry, heated, well-ventilated, well-insulated housing available for pigs weaned early, particularly in bad weather.

For those farms with multiple sows birthing at once, it's advised not to start pigs in large groups. Small groups of 20 to 25 head per pen do best. Allow 3 to 4 square feet of space for each pig. Sort pigs according to size and weight.

Report of Cornell's Evaluation of Opportunities and Challenges Surrounding NYS Solar Grazing Now Available

Cornell University researchers are pleased to announce the publishing of, "Grazing Sheep on Solar Sites in New York State: Opportunities and Challenges. Scope and scaling-up of the NYS sheep industry to graze ground-mounted photovoltaic arrays for vegetation management". This white paper shares information regarding income potentials from solar grazing contracts; challenges in scaling NY flocks for solar grazing; ewe health, welfare, and conception rates on pasture; and environmental impacts including pasture species diversity (plants and insects) and soil carbon accumulation.

To read the full report, visit: <https://cpb-us-e1.wpmucdn.com/blogs.cornell.edu/dist/c/9310/files/2021/02/Solar-Site-Sheep-Grazing-in-NY.pdf>

Request a copy by contacting Amy Barkley.

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Contact Kelly Bourne:
585-268-7644 ext 10
klb288@cornell.edu

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While we are continuing to offer our winter programming virtually, please reach out to any of our specialists for information on accessing events via phone or receiving paper copies of the presentations.

increased butter and whey product exports with continued strong exports of nonfat dry milk/skim milk powder.

Stock levels remain at a relatively high level and need to be drawn down for stronger milk prices. Compared to a year ago, January 31st stocks of butter were 33% higher, American cheese 3% higher and total cheese 3% higher. Butter stocks had increased 20% from December but cheese stocks were about at the same level as December.

Currently Class III futures are below \$16 for February and March, returning to the low \$16's by April and in the low to mid \$17's May through December. Class IV dairy futures reach \$14 by March, \$15 by June and the low \$16's October through December as butter prices are expected to increase. Such a price pattern for now seems reasonable with improved milk prices the second half of the year as milk production slows, milk and dairy product sales improve, and dairy exports are positive. But the possibility that milk prices could end up higher or lower than this remains.

Dairy Farm Business Summary

The objective of the DFBS is to enable producers to analyze their financial situation, set future goals, and make sound financial decisions.

The DFBS also allows producers to compare their business to an average of other producers. Records submitted by dairy farmers provide the basis for extension education programs for farmers, applied research studies and classroom teaching. Individual farm data are kept strictly confidential. Participation in the project is free of charge for New York farmers.

The summary and analysis report farmers receive includes:

- progress of the farm business
- income statement
- profitability analysis
- balance sheet
- balance sheet analysis
- statement of owner equity
- annual cash flow statement
- repayment analysis
- cropping program analysis
- dairy analysis
- capital & labor efficiency analysis
- receipts & expenses per cow & per cwt.



Are You Paying Your Employees Well, or Not?

Cornell Agricultural Workforce Journal

While pay is not the most important factor in retaining and motivating employees, it does matter. If the compensation you offer is not enough when compared to other employers, then you'll struggle to attract employees and you'll always have a revolving door of employees leaving for better opportunities. On the other hand, it's good to know about what others are paying so that you can keep your costs in line. This year, we'll be able to focus on some key positions within industries: herdspersons, crop managers, crew leaders, etc.

Participating in the 2020 Farm Employee Compensation Benchmark will give you the information you need to compare your compensation to other farm businesses and make better compensation plans. The process is easy and only takes about 10 minutes per employee to enter:

1. Select one or more employees who worked for you in 2020.
2. Gather your data about the regular and overtime hours they worked and how much pay they earned in 2020. Most farms will have this readily available in payroll records.
3. Gather your data about the non-wage benefits they received and how much the employer paid for them. Include items such as the employer-paid portion of insurances and retirement, value of any paid time off, estimated market value of any provided housing, and other items such as provided food or clothing.
4. Enter the data you collected along with other simple, descriptive information about the employee's position in the 2020 Farm Employee Compensation Benchmark.
5. Repeat steps 1-4 to enter data about another employee.

Farms with more complex workforces should enter multiple employees. Choose a few representative frontline employees plus any middle managers or even more senior managers in the business. We will collect information from a large number of farms of all types in New York and other states, and we will be able to separate the data by farm type (dairy, fruit, vegetable, greenhouse, etc.) in order to provide more specific and customized reports.

There is no cost to participate and farms who provide at least one usable employee entry will receive a report of the results and an invitation to attend a webinar discussion of the findings. All information that you enter will be kept confidential. Only aggregate data, with no way to identify farms or individuals, will be published or shared.

If you don't have internet access, but would still like to participate, simply connect with Katelyn Walley-Stoll by calling 716-640-0522 and she will input your data for you!

If you are interested in participating in the Dairy Farm Business Summary and Analysis Project, or if you would like more information, contact Katelyn Walley-Stoll by calling/texting 716-640-0522. kaw249@cornell.edu.

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By participating in the 2020 Farm Employee Compensations Benchmark, you will be able to see a statewide report to compare your farm to and have resources for your employee salary management!

Palmer Amaranth in Arkansas Found Resistant to Field Rates of Glufosinate (Liberty Herbicide)

By Tom Barber, Jason Norsworthy and Tommy Butts

In Arkansas last summer, an article was written about two fields of concern where three applications of glufosinate (Liberty Herbicide) failed to control Palmer amaranth. Upon first observation of the fields, a familiar sinking feeling started to appear. These left-over pigweed plants were in only a few spots (**Figure 1**) across each field and appeared to be the result of seed from a surviving mother plant the year before. Usually, if resistance is occurring it will be in small spots across the field or in a combined pattern from harvest the year before. These two fields had that “look” and were very suspicious, to say the least. Dr. Jason Norsworthy’s weed science program at Fayetteville, Arkansas has evaluated both samples from Mississippi County along with another sample collected the previous year from Crittenden County (**Figure 2**). Initial greenhouse experiments involved a study to evaluate glufosinate effectiveness on these samples. Initial results indicated that 32 fl. oz/acre of Liberty (glufosinate) was not providing control in the greenhouse and furthermore survivors were present following applications up to 256 fl. oz/acre (**Figure 3**).

According to Dr. Ian Heap’s International Resistant Weed Database, only 4 weeds in the world have developed resistance to glufosinate, including perennial ryegrass (New Zealand), rigid ryegrass (Greece), Italian ryegrass (New Zealand, Oregon and California) and goosegrass (Malaysia). **These findings will represent the first documented case of broadleaf resistance to glufosinate herbicide in the world.** It is not a big surprise that Palmer amaranth has developed resistance to glufosinate considering its history, growth potential, and ability to reproduce. These populations have also been screened with dicamba (Engenia). At this time, it appears dicamba has good activity on two of the three glufosinate-resistant populations.

Why is this important to Southwest NY? We are about to begin screening the Palmer amaranth population that was found in Steuben County in the fall of 2019 (**Figure 4**). Based on field observations last fall, we suspect resistance in this population. Furthermore, Liberty link technology is found in our corn and soybean varieties here in NY. We need to be aware of these issues and be proactive against them. The full article can be found on our [SWNY Team Website](#).



Figures 1&2. Palmer amaranth survives 3 and 5 applications of glufosinate (above photos)

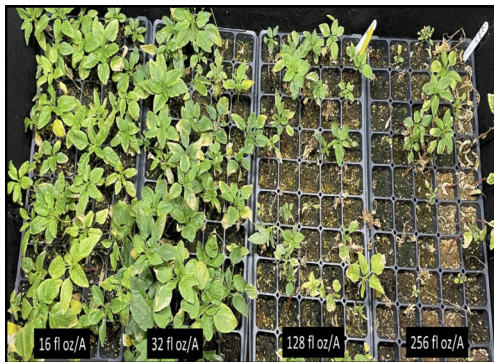


Figure 3. Palmer survives 256 fl. oz/A



Pigweed species in SWNY



Figure 4. Palmer in Steuben County, NY

We will be monitoring fields for these weeds in SWNY in 2021. The three weeds of concern are marehail, Palmer amaranth, and waterhemp!

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For more information on any of these topics, contact Josh Putman at 716-490-5572 or jap473@cornell.edu.

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Upcoming Events

Date and Time	Topic	Location	Learn More...
Thursday, March 18th 6:30pm - 7:30pm	2021 Spring Pasture Management Classes - Rotational Grazing Management	Virtual via Zoom	Contact Amy, SWNYDLFC
Thursday, March 18th 7:30pm - 8:30pm	Commercial Small Ruminant Discussion Group	Virtual via Zoom	Contact Agnes Guillo aeg247@cornell.edu
Tuesday, March 23rd Noon - 1:30pm	Pasture Prep - Examining Lameness on Grazing Dairies	Virtual via Zoom	Contact Alycia, SWNYDLFC
Tuesday, March 24th Noon - 1pm and 7pm - 8pm	Brooding and Rearing Basics: Laying Hens	Virtual via Zoom	Contact Amy, SWNYDLFC Learn more on page 8
Tuesday, March 24th 12pm - 1pm	Understanding Eligibility Requirements for NRCS and FSA Programs	Virtual via Zoom	Contact Lynnette Wright 315-477-6309
Tuesday, March 30th Noon - 1:30pm	Pasture Prep - Maximizing Pasture Investment	Virtual via Zoom	Contact Alycia, SWNYDLFC
Thursday, April 8th 6pm-8pm	Getting Started with Sheep and Goats	Virtual via Zoom	Contact Jason Detzel 845-340-3990 ext. 327
Saturday, April 10th 11am - 2pm	Virtual Hatchery School – Basics of Breeding Flocks	Virtual via Zoom	Contact Amy, SWNYDLFC Learn more on page 8
Saturday, April 17th 11am - 2pm	Virtual Hatchery School – Introduction to Incubation	Virtual via Zoom	Contact Amy, SWNYDLFC Learn more on page 8
Saturday, April 24th 11am - 2pm	Virtual Hatchery School – Hatch Rates & Chick Quality	Virtual via Zoom	Contact Amy, SWNYDLFC Learn more on page 8

*** Bolded events are hosted by the SWNYDLFC Team