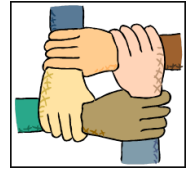




EL SOSTENTO

Helping You Manage Your Multicultural Team for Success



SOSTENTO is a Spanish word with two meanings: **sustenance** (what we as farmers produce) and **support** (what we need to provide to our team to be successful).

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Prepare Employees for Winter Weather



Chilly winter days like this may seem a long way off, but they're actually right around the corner. Keep your employees from saying "¡Qué frío!" with the following tips.

Is your farm cow-friendly in the winter? How about employee-friendly? If you've lived in Upstate NY your whole life, chances are that you are used to the cold weather and have a lot of common sense about how to prepare yourself for working outside when the mercury plummets. Your Hispanic employees, some

who may be spending their first winter in NY, don't have that same common sense. Temperatures in Mexico and Guatemala, though they vary greatly by region, rarely, if ever, get anywhere near freezing. Snow is another thing altogether! Here are a few things to take into consideration as temperatures begin to sink this fall and winter:

Clothing: Make sure all employees have appropriate winter clothing: hats, gloves and insulated coveralls and boots are all important. Some strategies that we have for keeping warm, such as wearing long underwear or wool socks might not occur to them if they aren't told that it will help them to stay warmer. Dressing in layers helps to keep you warmer by creating pockets of air around the body, while moisture wicking fabrics do a much better job of helping you to stay comfortable while engaged in physical activity. Nothing is worse than wearing (**cont' on page 2**)

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Free Spanish Resources for the Milking Parlor

<http://babcock.wisc.edu/node/120>

-Dairy Essentials: from birth to weaning, milking, feeding, breeding, etc.

<http://milkquality.wisc.edu/en-espanol/>

-Mastitis factsheets, milk quality posters

<http://www.bestinclassdairies.com/>

-Free online training modules for milkers



(cont' from page 1) cotton that stays damp and makes you feel chilled.



Which winter clothing is appropriate for working on a farm?
Your Hispanic employees may not have a clue!

Machinery: Make sure that employees know what special

considerations to take when operating machinery such as skidsteers, loaders and tractors. Drive slower, as ice and snow are slippery and you may need more time to stop. Park equipment indoors overnight to reduce the possibility of difficulty starting the next morning. Use rock salt or sand on paths used by machinery and people to reduce the risk of accidents. Also, while warm clothing is important, warn equipment operators to avoid wearing scarves or clothing that is especially loose-fitting as it could become entangled in machinery.

For additional resources, visit the website for the New York Center for Agricultural Medicine and Health: <http://www.nycamh.com/resources/posters/>.

Spanglish Dairy Words

Many Spanish speaking employees don't work with cows before coming to the U.S., so they don't know the words in Spanish for many of the new words they're learning in English. Just imagine plucking someone in a business suit off of a street corner in Manhattan and plopping him down in the middle of a milking parlor. How would he begin to explain the new things he was seeing and experiencing. Inflation? Pulsator? Crowd gate? He wouldn't have those terms in his head, so he'd think of something in his experience to describe them. That's what your employees do too.

There are lots of great resources out there to help us learn dairy Spanish. The problem is that they usually only list one word in Spanish for many of the terms we use on the farm. If it's a word your employees have never heard before, they won't know what it is until you actually show them what you're talking about.

I visit many different farms, and each farm has its own set of terms for different things on the farm. Here are some examples:

Inflation: *chupador* (sucker), *inflación* (inflation)

Crowd gate: *rejilla* (grate), *cortina* (curtain), *puerta puchadora* (pushing gate)

Bottle: *biberón*, *botella*, *chupón*, *mamadera* (bottle)

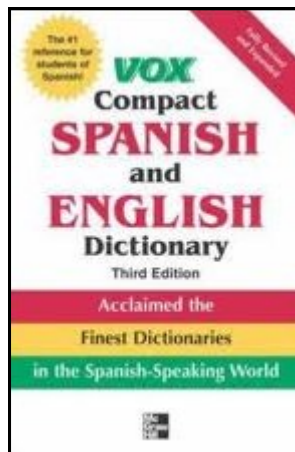
Dip: *sellar* (seal), *mojar* (to wet), *echar espuma* (put on foam)

Strip: *Sacar leche* (take out milk), *despuntar* (take off the end), *exprimir* (squeeze)

Skidsteer: *eskitstir* (Spanglish!), *tractor* (tractor)

Bucket (on skidsteer): *Pala* (shovel), *cubeta* (bucket),

Listen to your employees talk about their daily activities; do you hear some of these terms? Or do your employees have their own? I'd love to hear about new ones!



If you like a good hard copy Spanish English dictionary, this one from Vox is a great one to have on hand. It's my favorite— I've used it since high school. But look out, many of the words listed here that are specific to dairy won't be listed, or at least not in their dairy context. For example, inflation will most likely be defined in economic terms as "the rate of increase of prices". The Spanish word doesn't always have the same double meaning, so the translation may not make sense.

Mastitis Basics

We hear all the time about what should and should not be done in the parlor in order to prevent mastitis. But what is mastitis, really? Here are the basics:

Mastitis is an inflammation of the udder. It is caused by bacteria which enters into the udder through the teat end. Once there, the bacteria multiplies and produces toxins which can damage the udder and its capacity to produce milk. There are different bacteria which cause different types of mastitis, but they can be categorized in a number of ways:

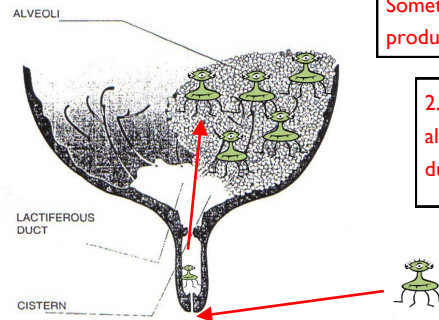
Environmental Mastitis– The bacteria lives in the environment and infects healthy cows when they come into contact with it (in stalls, alleys, milking parlor, etc.).

Contagious Mastitis– The bacteria lives in and on the udder and teats of infected cows and is transmitted from sick cows to healthy cows during the milking process.

Clinical Mastitis– The infection is easily detected through abnormal milk (watery, thick, bloody, flaky), inflammation of the udder, or signs of illness and therefore can easily be treated.

Subclinical Mastitis– The infection is not easily detected (milk looks normal and cow seems healthy) so the cow most likely goes untreated. This can lead to spread of the disease through the herd.

The anatomy of a quarter



3. The bacteria produce toxins that can damage the alveoli and diminish the amount of milk they produce. Sometimes the cells die and never produce milk again.

2. Bacteria travel to the alveoli (the cells that produce milk) and multiply.

1. Bacteria enter the udder through the teat end.

Los Fundamentos de la Mastitis

Siempre escuchamos sobre lo que hay que hacer y lo que no hay que hacer en la sala de ordeña para prevenir la mastitis. Pero qué es la mastitis, de verdad? Aquí están los fundamentos:

Mastitis es una inflamación de la ubre. Está causada por bacteria cuando entran la ubre por la punta del pezón. Ya estando allá la bacteria multiplica y produce toxinas, lo que puede dañar a la ubre y su capacidad de producir leche. Hay muchos tipos de bacteria que causan diferentes tipos de mastitis, pero se puede clasificarlos en diferentes maneras:

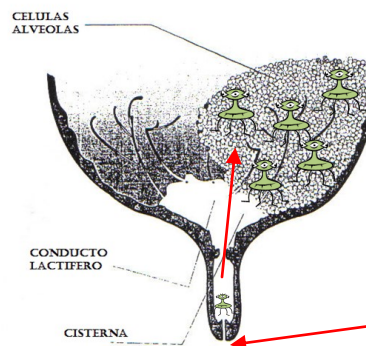
La mastitis ambiental– La bacteria vive en el ambiente y infecta las vacas sanas cuando la contactan (en las camas, los pasillos, la sala de ordeña, etc.)

La mastitis contagiosa– La bacteria vive adentro de y encima de la ubre y los pezones de las vacas infectadas y se transmite de las vacas enfermas a las vacas sanas durante el ordeño.

Mastitis clínica– Se detecta fácilmente la infección por leche anormal (aguada, espeso, con sangre o hojuelas), inflamación de la ubre o otros signos de enfermedad, así que es muy fácil de tratar con medicina.

Mastitis subclínica– No se detecta la infección fácilmente (la leche se ve normal y las vacas se miran sanas) así que no es tan fácil de tratar la vaca con medicina. Por eso las vacas infectadas pueden propagar la enfermedad por todo el hato.

ANATOMIA DE UN CUARTO DE LA UBRE



3. Las bacterias producen toxinas que pueden dañar a las células y disminuir la cantidad de leche producida. A veces las células quedan muertas y ya no producen leche.

2. Llegando a las células alveolas (las que producen la leche), la bacteria multiplica.

1. La bacteria entra la ubre por la punta del pezón.



Independence Days: 15th and 16th of September



Guatemalan teachers and school children lead in the singing of the national anthem at an Independence day celebration. It takes nearly five minutes to sing!

Nicaragua celebrate their independence from Spain on the 15th of September, while Mexico celebrates it on the 16th. Mexico struggled through a bloody war to finally win its independence in 1821. When the five Central American countries declared their independence that same year, Spain was so preoccupied by the war with Mexico as well as troubles at home that it accepted the declaration without even sending troops to fight it.

Today, independence day celebrations in Mexico and Guatemala are dominated by parades, fireworks and firecrackers, food, flags and dancing.

How can you help your employees celebrate? Hang a flag in the break room. Bring Mexican or Guatemalan food in for lunch. Play the national anthem in the parlor (there's nothing more touching than hearing your national anthem when you're far from home). You'll be sure to make your employees smile.

Independence day is a pretty big deal here in the U.S. Fireworks, BBQs, and stars and stripes are everywhere in July. By the time that September rolls around, who's thinking about Independence Day anymore? Well, chances are that all of your Hispanic employees are! Costa Rica, El Salvador, Guatemala, Honduras and

NWNY Dairy, Livestock & Field Crops Team

Serving Genesee, Livingston, Monroe, Niagara, Orleans, Ontario, Seneca, Wayne, Wyoming and Yates Counties.

Check out our new website!

www.nwnyteam.org



Stay tuned for the next issue of El Sostento in December!

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Through educational programs and other teaching opportunities, the **NWNY Team** seeks to build producers' capacities to:

- Enhance the sustainability of their businesses
- Enhance profitability and other aspects of economic performance of their businesses
- Practice environmental stewardship
- Enhance employee well-being and satisfaction
- Provide safe, healthy agricultural products in ways that are safe to farm owners and employees and their families and neighbors
- Provide leadership for enhancing relationships between the agricultural sector and the general public

We look forward to working with you in your farming and ag-related ventures in NWNY. Together we can keep the agricultural economy competitive, maintain a comfortable standard of living and be conscientious stewards of our natural environment.