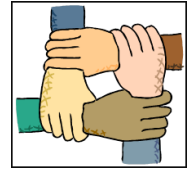




# EL SOSTENTO

*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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## Together, Growing Lasting Solutions to Hunger

Working with the Foods Resource Bank, Central New York dairy farmers have formed the New York Growing Project to raise funds to help poor families in Guatemala grow their own food and diversity their diets. Funds are used by non-profit organizations to introduce new crops and agricultural techniques such as greenhouse vegetable production and terracing for soil conservation.

Several years ago, the farmers, working with local churches, raised funds through an "Adopt a Cow" project. The funds raised helped re-establish cattle in Mozambique in eastern Africa. After taking a break, several members realized that they wanted to continue to share their resources and choose programs benefiting the families of their Guatemalan employees.

### What is the Foods Resource Bank?

Responding to world hunger, Foods Resource Bank (FRB) provides education and support to small farmers around the world. Overseen by Christian organizations, FRB teaches new farming techniques and provides access to water, land, tools and improved seed. FRB-funded staff identify community leaders and work with them to promote new farming

techniques and form marketing cooperatives.

After United State partners raise support funds, FRB distributes the monies to programs and oversees their progress towards food growing goals. With this partnership, FRB



operates very cost effectively. Last year FRB reached 500,000 people. Information about fundraising projects and recipient programs is shared through their website

[www.foodsresourcebank.org](http://www.foodsresourcebank.org).

### What is a Growing Project?

Growing Projects are the local fund raising partners for Foods Resource Bank Programs in developing countries. Community members come together to share their gifts, time, resources and expertise in unique ways. Started in the Midwest, many projects grow corn or soybeans, designating the (*cont'* on page 2)

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### Four (Informal) Greetings

*Listen closely and you're sure to hear these phrases among your employees. Try one out on them and they'll be pleasantly surprised!*

**¿Qué onda?** (kay on-duh)-  
What's up?

**¿Qué pasa?** (kay pah-suh)-  
What's going on?

**¿Qué tal?** (kay tall)- How's it going?

**¿Qué hay de nuevo?** (kay eye day nway-voh)- What's new?

(Also may use just **¿Qué hay?**)



(cont' from page 2) proceeds for FRB food-growing programs. Others have planted vegetables gardens, shared profits from a wind farm, and baked pies for community auctions.

In its first year the New York Growing Project steering committee raised funds through an auction and direct donations from farmers and agribusinesses. As they move into their second year, they are looking for cooperators to grow and acre or two of a crop, raise calves for beef, or any other innovative project that can be turned into funds to support the programs in Guatemala. The projects usually work best with

church or community partners who help organized awareness, raise matching funds, and host harvest celebrations for the community to learn more about local agriculture and life in Guatemala.

**How Do I Get Involved?** Contact Kathy Barrett, [kfb3@cornell.edu](mailto:kfb3@cornell.edu), 607-229-4357 or Diane Conneman, [dyk2@cornell.edu](mailto:dyk2@cornell.edu), 607-257-1470 for more information on how to organize a project OR Write a check to the NYS FFA LTF, New York Growing Project, 774 Fire Lane 7, King Ferry, NY 13081.

## Highlights from the 2014 Becker Forum

The 2014 Becker Forum was held on January 20th, 2014 at the Doubletree Hotel in East Syracuse, NY. In attendance were many people representing the fruit and vegetable industries, with a smaller portion representing the dairy industry. A wide variety of speakers discussed different aspects of how current immigration policy affects agriculture every day, and a group of producers spoke in a panel discussion to share some of their experiences.

Rachel Steinhardt, Deputy Director of Welcoming America, gave a very insightful presentation on welcoming the immigrants who live in our communities. She started out by using an analogy that was more than fitting for the audience: seed and soil. Traditionally, the focus on helping immigrants is the seed: providing job opportunities, English classes, etc. to new immigrants. The soil, or the community in which the immigrant will grow, is often ignored. Welcoming America is an organization that focuses on helping natives in communities where new immigrants live to meet and learn to appreciate their new neighbors.



Steinhardt referenced the Social Contact Theory, which states that regular contact decreases anxieties and leads to trust. Basically, the more you can get people together, the more comfortable they will become with one another. She offered examples of activities that could help our communities to accept Hispanic immigrants, such as potlucks, volunteer projects, arts, sports tournaments and community gardens. Basically,

any activity that brings people together provides the opportunity for them to connect and develop a better understanding of one another.

This organization has had many success across the U.S., and Steinhardt cited as an example how increasing contact between immigrants and local police helped lead to a decrease in local deportation activity. While this can be a tricky subject in areas where there has been a lot of ICE activity, Welcoming America's strategy is certainly one worth considering! For more information visit <http://www.welcomingamerica.org/>.

Dale Stein clearly agreed with one of Steinhardt's themes: communication is key. This dairy farmer from LeRoy, NY emphasized that agricultural employers need to share with everyone what their employees mean to them. Stein himself shared a story of a late night uterine prolapse in freezing temperatures, where he labored side by side with one of his Hispanic employees for hours. He was touched by the employee's dedication to his work, and declared how incredibly thankful he was for that. Many people believe that farm workers are taken advantage of, but Stein pointed out that non-farmers can't understand how much we value our farm employees unless we share these examples with them.

Although overtime pay for agricultural labor is clearly not feasible to those of us who know a thing or two about agriculture, Stein encouraged us to put a dollar sign on it. Do you know what it would mean to your farm if overtime pay for agricultural labor became the law? Stein shared a spreadsheet that enumerated the amount he would end up paying each of his employees over the course of a year in overtime. The results were astounding, and Stein urged attendants to sit down and compute this for their business as well. He declared that the bottom 40% of dairy farms would go out of business if the law were passed. Both speakers certainly left participants with something to think about!



## Farm Safety for Employees

**M**any dairy farms have been placing an emphasis on employee safety over the past few months. While safety always has been and always will be important on dairies, the recent increase in trainings probably has something to do with the Occupational Health and Safety Administration's (OSHA) announcement last fall of a Local Emphasis Program (LEP) in New York state.

Beginning in the summer of 2014, OSHA officials will be conducting surprise inspections on dairy farms. In the past these inspections were only conducted on a programmed basis, due to complaints or referrals, or when there was a catastrophe, fatal accident or imminent danger on the farm. It's important to note that only farms with more than 10 total employees (not including immediate family members), and/or those that provide housing on the farm to temporary labor can be subject to an LEP inspection. If a farm that is inspected is not up to OSHA standards, heavy fines are possible.

*What can you as an employee do to help your farm be OSHA compliant?*

1. Attend all farm safety trainings, pay attention, and put everything you learn into practice.
2. Report any unsafe employee behavior to your supervisors.
3. Report any unsafe working conditions to your supervisors. (Broken or missing PTO shields, exposed electrical wiring, uncovered electrical switch boxes, broken ladders, unlabeled chemicals, etc.)
4. If you are given any paperwork from people that deliver chemicals to the farm, make sure to hand them in to your supervisor. Safety Data Sheets must be kept on record.
5. Immediately contact a supervisor or farm owner if an unknown person shows up at the farm.



## Seguridad en la Finca para los Empleados

**M**uchas fincas lecheras han puesto un énfasis en la seguridad de los empleados en los últimos meses. Mientras la seguridad siempre ha sido y siempre va a ser de mucha importancia en las lecherías, el subido reciente de los entrenamientos probablemente tiene algo que ver con el anuncio en el otoño del año pasado de la Administración de Seguridad y Salud Ocupacional (la OSHA por sus siglas en inglés) sobre el Programa de Énfasis Local (LEP) en el estado de Nueva York.

Empezando en el verano de 2014, oficiales de la OSHA empezarán a realizar inspecciones sorpresas en fincas lecheras. En el pasado solamente realizaron estas inspecciones en una manera programada, a causa de quejas o referencias, o cuando había una catástrofe, accidente fatal o peligro inminente en la finca. Es importante saber que solamente las fincas con más que 10 empleados en total, excluyendo los miembros de la familia inmediata, y/o los que proveen casa en la finca para labor temporal pueden ser sometidas a una inspección LEP. Al inspector una finca que no cumple con los requisitos de la OSHA, multas pesadas podrían ser posibles.

*¿Qué puede hacer Usted como empleado para ayudar a su finca cumplir con los requisitos de la OSHA?*

1. Asistir a todos los entrenamientos de seguridad en la finca, prestar atención y poner en practica todo lo que aprende.
2. Reportar cualquier conducta peligrosa por parte de los empleados a su supervisor.
3. Reportar cualquier condición peligrosa en el lugar del trabajo a su supervisor. (Protectoras del eje de transmisión rotas o perdidas, cable eléctrica expuesto, cajas de interruptores eléctricas expuestas, escalaras rotas, químicos sin etiqueta, etc.)
4. Si la gente que entregan los químicos a la finca le dan papelería, hay que entregarla al supervisor. Hay que guardar las hojas de datos de seguridad (MSDS o SDS).
5. Contactar inmediatamente al supervisor o el dueño si llega un desconocido a la finca.



## So What is Cinco de Mayo All About?

**F**or most Americans, Cinco de Mayo is just an excuse to eat delicious Mexican food. Ever wondered what it's all about?

Mexico was greatly weakened by the Mexican-American War (1846-48), as well as the Mexican Civil War ('58) and the Reform Wars ('60). In 1861 the Mexican president issued a moratorium to suspend payment of all debts to foreign countries for two years. The French invaded shortly thereafter, forcing the Mexican army to retreat. Yet only a few months later, on May 5, 1862, the Mexicans crushed the strong French army, which hadn't been defeated for nearly 50 years and had twice the troops.

Unfortunately, only a year later the Mexican army fell to the French who installed an emperor and ruled Mexico for three years. They retreated when the U.S. came to the aid of Mexico.



Today, Cinco de Mayo is more of a celebration of Mexican culture and heritage than of the victory over the French. It's a national holiday in Mexico, but excitement over Independence Day (September 16th) surpasses celebrations on May 5th. In the U.S. some cities with large Mexican American populations celebrate with parades and concerts. For the rest of us, it's an opportunity to learn a little more about Mexican culture.

*Ask your employees how they celebrate Cinco de Mayo in Mexico, what their favorite Mexican dish is, or what type of Mexican music they like.*

Click here for a [4 minute video](#) by the History Channel.

### **NWNY Dairy, Livestock & Field Crops Team**

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

**Check out our website!**  
**[www.nwnyteam.org](http://www.nwnyteam.org)**



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

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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.