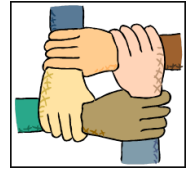




EL SOSTENTO

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).

June 2014
Volume 2, Issue 1

Employee Evaluations: Worth Your Time

Why do they matter? Well, as a dairy farm owner or manager, how often do you have the chance to have an in-depth personal conversation with each and every one of your employees? Chances are not too often! In Hispanic culture, it means a lot to an employee to interact directly with the boss, so taking 10-20 minutes with each employee once or twice a year can go a long way in boosting employee morale and performance.

What you need to cover.

It's best for the evaluation to be led by the employee's direct supervisor. Having a translator present is a good idea, even if you can get along more or less without. Employees should be able to completely understand what's being said and be able to comment or ask questions without worrying about miscommunications.

Evaluations should always start and end with the good. What has the employee done well? How has he improved since the last evaluation? This will help the employee feel comfortable, and not like he has been summoned into the office just to be scolded.

That being said, it's also important to share suggestions for improvement. Don't bring up every little thing he does wrong, instead focus on one or two things that would make a big difference in his overall performance.

Other things to consider.

Is your farm planning an expansion? Transferring ownership or management? Now is the time to let your employees know. When big changes like these occur, its best to inform them directly so that there aren't any misunderstandings. Employees will feel more secure in their jobs and more invested in the farm if you tell them directly. You don't want anyone leaving just because they've heard a rumor that you're selling out!

Another question worth your time is what your employee's future plans are. How long does he plan to stay at your farm? Is he happy in his current position, or does he have aspirations to learn new skills?

(continued on page 2)

In this issue:

Summer 2014	2
Mobile Consulates	
Heat Stress	3
Estés Calórico	3
Mother's Day and Father's Day	4

Surprise your employees with a few new vocab words this month!

la Siembra- planting

la Cosecha- harvest

el Heyno - hay

la Milpa- corn plant(s)

el Maiz - corn seed

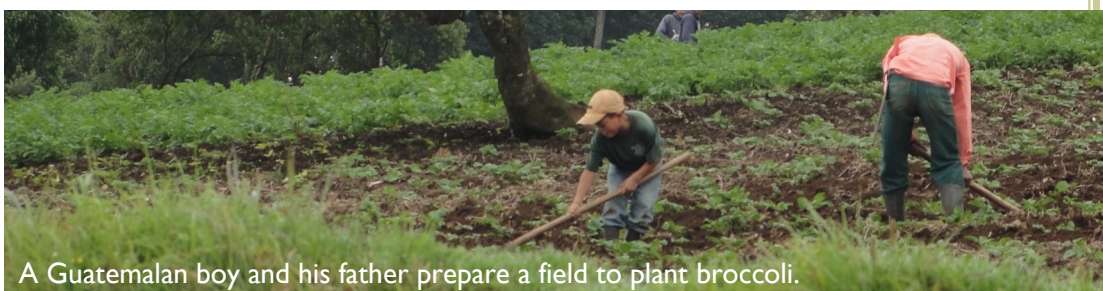
la Mazorca- ear of corn

el Ensilaje- silage

el Terreno- field

el Azadón- hoe

el Arado- plow



A Guatemalan boy and his father prepare a field to plant broccoli.



(continued from page 2)

What's different with Hispanic employees.

Chances are this evaluation will be a first for your employee, unless he has been evaluated in another job in the U.S. Don't expect him to have lots to say the first time around! It might take a time or two for him to be comfortable enough to open up to you. If you use a paper evaluation, keep in mind that all employees may not be literate in Spanish, much less in English. Make sure to read it aloud to employees, and if they need to fill it out before the evaluation, explain clearly why they need to do so and be available to help them.

Asking about his family and home in Guatemala or Mexico is something that will certainly be appreciated. Family is very important in Hispanic culture, and he'll most likely be happy to share with you about his siblings, parents, children and spouse. It can also be very interesting to learn about what type of work he did before coming to the United States. Many have agricultural backgrounds and have worked with cows, coffee, beans and corn.

What are his long term goals? Is he saving money to build a house, buy a truck or land to start a farm? Knowing that you care enough to ask these things will go a long way in building a strong relationship with your employees.

Summer 2014 Mobile Consulates

It's that time of year again, when the Guatemalan and Mexican consulates make their yearly visits to Western NY. Why would your employees need or want to go to the consulate from their country? Consulates can provide important documents that they may have lost or need renewed, such as birth certificates, marriage certificates, passports, and Consular Identification Cards. Both consulates will also issue dual citizenship papers for children born in the U.S. of Mexican or Guatemalan parents.

While embassies to foreign countries are located in D.C., consulates are like smaller embassies, charged with minor diplomatic issues and located in each state. While NYC is closer to us than D.C., it's still a long ways for a day trip. If your employees need any of these services, they should take advantage of the following opportunities:

Guatemalan Mobile Consulate:

June 13th-14th, 10am- 4pm

All Saints Church

347 Ridge Road, Lansing, NY

Mexican Consulate On Wheels:

July 30th- August 2nd

Geneva, NY

(Location TBD)

Other tentative dates for the Mexican Consulate:

June 11-13- Albany

June 18-20 - Amsterdam

Aug 13-16- Rochester

August 14-16- Sodus

August 20-22- Buffalo

Fall dates to be determined- Brockport

For more information call the Cornell Farmworker Program at (607) 254-5194 or visit their website at <http://cardi.cornell.edu/cals/devsoc/outreach/cardi/programs/cfp/>

If you have employees that may be interested in attending one of the mobile consulates, share the attached documents with them, which explain what they need to bring in order to receive the various documents offered (pages 5-8).



You can also find more information at the consulates' websites.

Guatemalan consulate:

<http://www.consuladoguatemalanuevayork.org/>

Mexican consulate:

<http://consulmex.sre.gob.mx/nuevayork/>



Heat Stress

The hot summer months can do a lot worse than simply make workers irritable and uncomfortable. Heat negatively affects cow performance in many ways. It can reduce fertility as well as decrease feed intake and milk production. Dairy cows can begin to feel mild heat stress when temperatures reach only 65 degrees, but relative humidity also plays a role. When humidity is higher, cows begin to experience heat stress at a lower temperature. Signs of heat stress include increased respiration and rectal temperature, panting, foaming at the mouth and bunching.

What can you do?

Make sure the cows have enough water. Keep waterers clean and full of fresh water so that cows are encouraged to drink more.

Keep an eye on cow cooling devices— fans and sprinklers should be in good working condition in order to maximize cow

Heat stress may be old news to you, but share this with your employees so they can help keep cows and calves comfortable this summer.

Estrés Calórico

Los meses calurosos del verano pueden causar problemas mucho más graves que simplemente que los trabajadores se pongan incómodos o de mal humor. El calor también tiene un efecto negativo en el comportamiento de las vacas. Puede reducir la fertilidad de las vacas, la cantidad que comen y cuanto leche producen. Las vacas lecheras empiecen a sentir estrés calórico leve a 65 grados Fahrenheit, pero la humedad relativa también tiene un efecto. Cuando la humedad sube, las vacas empiecen a sentir estrés calórico en temperaturas más bajas. Señas de estrés calórico son respiraciones rápidas, temperatura subida, jadeo, espuma en la boca y a veces las vacas se juntan mucho en los pasillos.

¿Qué puede hacer usted?

Las vacas necesitan bastante agua. Mantenga los bebederos limpios y llenos de agua fresca para que las vacas tomen más.

Fíjese en las máquinas que sirven para enfriar las vacas— los ventiladores y rociadoras tienen que estar en buena condición para maximizar el enfriamiento de las vacas.

cooling.

Keep stalls bedded and clean to entice cows to lie down and not bunch.

Try to leave cows alone during the hottest times of the day. If possible, complete herd work in the early morning when it is still cool.

Extra precautions need to be taken with calves as well.

Store colostrum quickly. Hot weather allows pathogens to reproduce quickly, so even a short time without refrigeration can drastically reduce colostrum quality.

Monitor grain pails closely and replace grain before it becomes soggy, moldy, or otherwise undesirable to calves.

Calves, too, need to have fresh water provided at all times. Scouring calves or calves off feed should receive electrolytes to prevent dehydration.



<http://www.nadis.org.uk/bulletins/managing-heat-stress-in-dairy-cows.aspx>

Mantenga las camas limpias y con bastante aserrín/arena para que las vacas se echan más y no se junten en los pasillos.

Lo mejor es dejar las vacas en paz durante los partes más calientes del día. Si sea posible, trabaje con las vacas en las mañanas mientras todavía no hacer calor.

Hay que tomar precauciones extras con las becerras también.

Guarde el calostro lo antes posible. Las temperaturas calientes hacen que los patógenos crecen rápidamente, así que un tiempo corto puede reducir la calidad del calostro muchísimo.

Monitoree las cubetas de grano y reemplace el grano antes de que se ponga mojado, mojoso, o de cualquier forma que las becerras no lo van a comer.

Las becerras también necesitan tener agua fresca disponible en todo momento. Las becerras con diarrea o que no están comiendo bien deben recibir electrolitos para prevenir la deshidratación.



Mother's Day and Father's Day

Mother's Day and Father's day are important days in Hispanic culture. Mother's Day is celebrated on May 10th in both Guatemala and Mexico, while Father's Day is celebrated on June 17th in Guatemala and on the third Sunday of June in Mexico (the same as in the U.S.).

In countries with such a strong Catholic presence, Mother's day is associated with the Virgin Mary. Special masses are held in some places for the Virgin Guadalupe. In both countries, children delight in waking their mothers up early with firecrackers and singing *Las Mañanitas*. This song is a serenade often sung by mariachi bands. Click here listen to listen to *Las Mañanitas* with English subtitles, https://www.youtube.com/watch?v=w_pLp4Ckbpo.

In Guatemala elementary schools prepare elaborate programs with songs, dance & skits in honor of Mother's day. The same is sometimes done for Father's Day.

If you have Hispanic employees, there are probably at least

a few mothers or fathers in the bunch. Share with them about how you celebrate Mother's Day and Father's Day with your children or parents.



A group of mothers is called up to dance during a Mother's Day program at a school in Guatemala.

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



Stay tuned for the next issue of *El Sostento* in September!

Newsletter Editor: Libby Gaige
Phone: 607-793-4847
E-mail: geg24@cornell.edu

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.

Announcement about the Guatemalan Mobile Consulate.



CONSULADO MOVIL EN LANSING, NY

VIERNES 13 Y SABADO 14 DE JUNIO DE 10:00 am a 4:00 pm

LUGAR: IGLESIA TODOS LOS SANTOS Direccion: 347 Ridge Rd. Lansing, NY 14882
PARA MAYOR INFORMACION LLAMAR AL (212) 686 3837

Los servicios que se estarán brindando son los siguientes:

<u>EXTENSION DE PASAPORTE</u>	<u>OTROS SERVICIOS</u>	<u>EXTENSION DE IDENTIFICACION CONSULAR</u>
	<p>INSCRIPCION DE NACIMIENTOS INSCRIPCION DE MATRIMONIOS INSCRIPCION DE DEFUNCIONES AUTORIZACIONES DE MENORES LEGALIZACION DE DOCUMENTOS CERTIFICACIONES DE PASAPORTES SUPERVIVENCIAS</p> <p><i>(Ver requisitos en el reverso)</i></p>	

“AL SERVICIO DE LA COMUNIDAD GUATEMALTECA”

Documentation required to receive documents from the Guatemalan Consulate. (Passport renewal, birth certificate, marriage certificate and Consular Identification Card.)

REQUISITOS PARA DOCUMENTOS

EXTENSION DE PASAPORTE:

1. PARA MAYORES DE EDAD:
DPI o CEDULA DE VECINDAD o CERTIFICADO DE NACIMIENTO EMITIDO POR RENAP
(PRESENTAR ORIGINAL Y UNA FOTOCOPIA)
2. PRESENTAR PASAPORTE VENCIDO SI LO TIENE
(PRESENTAR ORIGINAL Y UNA FOTOCOPIA)
3. PARA MENORES DE EDAD:
CERTIFICACION DE NACIMIENTO EMITIDO POR RENAP
(PRESENTAR ORIGINAL Y UNA FOTOCOPIA Y ACOMPAÑADO DE SUS PADRES CON DPI o CEDULA DE VECINDAD o PASAPORTE VIGENTE)
4. MONEY ORDER DE \$65.00 DOLARES A NOMBRE DEL CONSULADO

REGISTRO DE NACIMIENTO:

1. DEL MENOR:
- CERTIFICADO DE NACIMIENTO DE LOS ESTADOS UNIDOS
2. DE LOS PADRES
- DPI o CEDULA DE VECINDAD o PASAPORTE VIGENTE
- CERTIFICADO DE NACIMIENTO EMITIDO POR RENAP CON VIGENCIA DE 6 MESES
(PRESENTAR DOCUMENTO ORIGINAL Y DOS FOTOCOPIAS)

REGISTRO DE MATRIMONIO:

1. CERTIFICADO DE MATRIMONIO
2. CERTIFICADO DE NACIMIENTO RECIENTE DEL RENAP DE LOS CONTRAYENTES
3. DPI o CEDULA DE VECINDAD o PASAPORTE VIGENTE
(PRESENTAR DOCUMENTO ORIGINAL Y DOS FOTOCOPIAS)

EXTENSION DE TARJETA CONSULAR:

1. PARA MAYORES DE EDAD:
DPI o CEDULA DE VECINDAD o CERTIFICADO DE NACIMIENTO o PASAPORTE o TARJETA CONSULAR
(PRESENTAR ORIGINAL Y UNA FOTOCOPIA)
2. PARA MENORES DE EDAD:
CERTIFICACION DE NACIMIENTO o PASAPORTE
(PRESENTAR ORIGINAL Y UNA FOTOCOPIA Y ACOMPAÑADO DE SUS PADRES CON PASAPORTE VIGENTE o DPI)
3. MONEY ORDER DE \$25.00 DOLARES A NOMBRE DEL CONSULADO

Para mayor información llamar al Consulado al (212) 686 -3837



Con el valioso apoyo de:
ST. MARKS LUTHERAN CHURCH
CASA SAN JOSE



Documentation required to receive documents from the Mexican Consulate.
(Passport and Consular Identification Card renewal.)

SRE

SECRETARÍA DE RELACIONES EXTERIORES

CONSULADO GENERAL
DE MÉXICO
EN NUEVA YORK



REQUISITOS PARA PASAPORTE Y MATRÍCULA CONSULAR RENOVACIÓN

MAYORES DE EDAD

1. Presentar Pasaporte a canjear, con copia de las páginas 1, 4 y 32.
 - Si fue expedido antes de 2006, se deberá presentar nuevamente el acta de nacimiento e identificación oficial con fotografía.
 - Si tiene alguna observación (páginas 4 y 5) debe presentar el documento adicional que ahí se indica.
 2. Dos fotografías recientes de frente, a color, fondo blanco, sin lentes, cabeza descubierta, expresión neutra y boca cerrada. Tamaño 1.5 x 1.3/4 pulgadas.
-
- Mujeres casadas en cuyo pasaporte aparezca el apellido del esposo, deberán presentar acta de matrimonio original.
 - Los Pasaportes con vigencia de un año, no podrán ser renovados.
 - En caso de robo o extravío, se deberá cumplir con los requisitos de «primera vez.»

COSTOS

Pasaporte 3 años:	\$74 Dólares
Pasaporte 6 años:	\$101 Dólares
Matrícula 5 años:	\$27 Dólares
Pasaporte 1 año*:	\$32 Dólares

* Sólo se expiden a niños menores de 3 años y en casos de protección consular.

Débito, crédito, efectivo. No billetes de \$100.

<http://consulmex.sre.gob.mx/nuevayork>

MENORES DE EDAD

1. Ambos padres deberán comparecer con el menor y presentar original y copia de una identificación oficial vigente con fotografía.
2. Presentar acta de nacimiento (original y copia) del menor de edad.
3. Presentar Pasaporte a canjear, con copia de las páginas 1, 4 y 32.
 - Si fue expedido antes de 2006, se deberá presentar nuevamente el acta de nacimiento e identificación oficial con fotografía.
 - Si tiene alguna observación (páginas 4 y 5) debe presentar el documento adicional que ahí se indica.
 - Los Pasaportes con vigencia de un año, no podrán ser renovados.
4. Dos fotografías reciente de frente, a color, fondo blanco, sin lentes, cabeza descubierta, expresión neutra y boca cerrada. Tamaño 1.5 x 1.3/4 pulgadas.

MATRÍCULA CONSULAR

Expedida después de mayo de 2005

1. Presentar la matrícula consular que desea renovar y una fotocopia.
2. Si cambió de domicilio, presentar comprobante de domicilio a nombre del interesado (recibo de luz, teléfono, cable, comprobante de cuenta bancaria, contrato de arrendamiento o un sobre recibido por correo) y una fotocopia.

+Para el trámite de matrícula consular de menores de edad, deben comparecer ambos padres y presentar sus identificaciones vigentes con fotografía; así como el acta de nacimiento del menor interesado.

Expedida antes de mayo de 2005

•Cumplir con los requisitos como si se tramitara por primera vez.

Documentation required to register the birth of a child in the U.S. to Mexican parent(s).



Registro de Nacimiento de hijos de padre y/o madre mexicanos nacidos en el extranjero

Para hacer el registro de nacimiento de sus hijos tiene que cumplir con los siguientes requisitos:

1. Hacer una cita telefónica mediante el sistema MEXITEL marcando el número Mexitel 1-877-639-4835. En el menú deberá elegir la tecla 3 de Registro Civil, y precisar que su cita la solicita en un Consulado sobre Ruedas y no en la sede en Manhattan.
2. Llenar la solicitud. La puede encontrar en el siguiente vínculo:
<http://consulmex.sre.gob.mx/nuevayork/images/departamentos/registrocivil/solicitudregistro.pdf>
3. Presentarse los papás y el menor el día y hora de su cita en con los siguientes documentos originales y dos copias fotostáticas:
 - a. Acta de Nacimiento de Estados Unidos del menor en la forma detallada. (El Consulado General se quedará con el original de esta acta de nacimiento)
 - b. Prueba de nacionalidad e identidad de los padres que pueden ser los siguientes:
 - i. Pasaporte vigente (Si uno de los padres es extranjero, es obligatorio que presente su pasaporte extranjero vigente).
 - ii. Certificado de Matrícula Consular vigente.
 - iii. Acta de nacimiento y credencial del Instituto Federal Electoral (IFE) o Cartilla Militar.
 - c. Si el acta de nacimiento del menor no tiene la hora, fecha, nombre del hospital donde nació el menor y el nombre del médico que atendió el parto, es recomendable que presente la tarjeta del cunero o la tarjeta de las huellas de sus bebe y 2 copias.