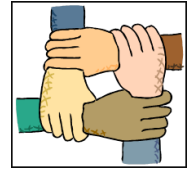




EL SOSTENTO

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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In this issue:

Immigration Reform– What might the Recent Announcement Mean for Your Farm?

By now you've all heard the news: President Obama announced that he will take executive action to reform immigration. So far it has been estimated that 4.9 million people will be eligible for the new initiatives, but how many will apply, and how many are dairy farm employees is still unknown.

So do you have employees who may qualify? The following is a summary of information about the immigration reform from the Department of Homeland Security's website, which will hopefully help you to answer that question.

First, removal priorities will be restructured to focus first on dangerous criminals and people apprehended at the border, then on people convicted of multiple misdemeanors or who entered the U.S. unlawfully after January 1, 2014, and lastly on non-criminals who did not leave the country despite being issued an order of removal after January 1, 2014. Those who entered prior to January 1, 2014, never disobeyed a prior order of removal and were never convicted of a serious offense will not be priorities for removal.

DACA (Deferred Action for Childhood Arrivals), which was first announced in June 2012, is being expanded to include all those who entered the U.S. when under the age of 16, and not just those born after June 15, 1981. The entry date is also being adjusted to January 1, 2010, and relief from deportation (and access to work authorization) will last for 3 years instead of 2. The USCIS (U.S. Citizenship and Immigration Services) expects to begin accepting applications within 90 days of the November 20, 2014 announcement.

Deferred action eligibility is also being expanded outside of childhood arrivals to include individuals who:

- a. Are not removal priorities
- b. Have been in the U.S. for 5 years or longer
- c. Have children who on the date of the announcement (November 20, 2014) were U.S. citizens or lawful permanent residents (cont' on page 2)

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Adjectives to Describe Cow Condition

- sana - healthy
- coja - lame
- renca - lame
- enferma— sick
- mala - sick (literally, bad)
- triste—sad/depressed (often to describe a cow with droopy ears)
- caliente— hot, or in heat
- dañada- injured
- herida - injured
- nerviosa - nervous, jumpy
- tranquila - calm
- delgada - skinny





d. Present no other factors that would make the grant of deferred action inappropriate

In order to apply for work authorization under DACA, applicants must pay a fee of \$465 and undergo a background check. The USCIS expects to begin accepting applications within 180 days from the date of the announcement.

While the original DACA program announced two years ago had very little effect on dairy farm employees, there are certainly many more who could qualify for these new programs. Those most likely to be affected by this reform are those who have been in the U.S. for more than 5 years and have children who were born in the U.S., and are therefore U.S. citizens.

If you have employees who believe they may qualify, encourage

them to prepare their documentation while waiting for implementation of the programs. They will need proof of identity, relationship to a U.S. citizen or lawful permanent resident and continuous residence in the United States over the past 5 years or more.

Watch out for scammers! It is important to note that although these policies have been announced, they have not yet been implemented. Be on the lookout for people offering to help your employees submit an application or request for any of these programs before they actually become available, or offering to expedite the process. Get your facts directly from the USCIS to avoid problems.

For more information (also in Spanish), visit this page: <http://www.uscis.gov/immigrationaction>. You can also sign up to receive updates when they become available.

Immigrant America- Roy Germano

Roy Germano is a social scientist and documentary filmmaker who gained national attention with his feature-length documentary *The Other Side of Immigration* in 2010. This film is composed of interviews with ordinary Mexican citizens who have been affected by immigration and tries to answer the questions of why people leave, and what happens as a result. If you haven't seen it yet, I would highly suggest you do so (you can rent it on iTunes or Amazon for \$2.99).



The second, "They Steal Our Jobs?" will really hit home for dairy producers who have Hispanic employees. Roy visits Western NY to find out whether or not Immigrants are stealing American jobs, and (surprise, surprise) finds that this is

really not the case. Instead, "We found a lot of wasted taxpayer money, racial profiling, and a broken system that unnecessarily treats family farmers and hardworking immigrants like criminals."

Released most recently is "Murder and Migration in Honduras," which is a response to the news of thousands of children and adults

being apprehended on the Mexico/U.S. border in the past year. (Disclaimer: this film includes some disturbing images of crime scenes).

Roy's most recent films are a series of shorter documentaries entitled "Immigrant America", which have been produced for Vice News and are available for free viewing online. The first, "The High Cost of Deporting Parents" delves into the story of one immigrant who was deported, leaving his American wife and 5 American children to fend for themselves, and to depend on welfare to get by without him.

For more information and links to all of Roy's videos, visit www.roygermano.com.



Winter Weather– Prepare Yourself!

Just in case you've blocked last year's freezing temperatures from your memory, here are some reminders to keep everyone on your farm warm, healthy and safe this winter.

Get your flu shot! Don't worry, December isn't too late to get vaccinated against the flu! You might consider setting up a flu shot clinic at your farm to make it more convenient for employees to get vaccinated. The more people on your farm that are vaccinated, the healthier and more productive your work force will be this winter.

Dress appropriately for the weather. Insulated, waterproof boots and wool socks are a must. Dressing in layers and wearing sweat-wicking clothes, a hat and gloves will keep you warm no matter your activity level.

Know the signs of frostbite. Last year was the first year in recent memory that many people really had to worry about frostbite in Western NY. The first signs are cold skin and a prickling feeling, then numbness and red or pale skin. This is frostnip, which won't permanently damage skin. Give yourself a review on signs of the more dangerous levels of frostbite by looking up "signs of frostbite" at <http://www.mayoclinic.org>.

Look out for your Hispanic employees. Consider that those used to warmer climates may not know strategies for layering clothing or recognizing frostbite. Taking them on an extra shopping trip to purchase warmer clothes or giving them a bit of advice can make for warmer, happier and more productive employees.

Stay hydrated. When it's cold, many people tend to drink less; yet

active farm employees still sweat and lose electrolytes during normal farm activity. Encourage employees to drink more by making hot and cold water readily available.

Take proper care of machinery. Make sure to train employees which tractors need to be plugged in at night to avoid problems starting in the morning— this is again something that new Hispanic employees have probably never done before.

Pay extra attention to newborn calves: dry them off, provide plenty of bedding (straw is best to allow for nesting) and feed them one gallon of warm colostrum within the first hour after birth.

Take care not to rush cows when moving them. Cows walk comfortably at 2 mph, while humans tend to walk at speeds of 4-5 mph. When cows are pushed to walk too fast, they are more prone to slip and fall. This is exacerbated by slippery conditions caused by snow and ice. Use a material like calcite to improve footing in areas prone to icing.



El Tiempo de Invierno– ¡Prepárese!

Por si acaso que se le olvidó de las temperaturas bajas del invierno pasado, aquí hay unos recordatorios para que todos en la finca estén saludables, sanos y sin frío este invierno!

Reciba su vacuna contra el gripe. ¿Piensa que diciembre es muy tarde para recibir la vacuna? Piénselo otra vez, y anime a sus compañeros de trabajo de recibirlo también. Con más personas vacunadas contra el gripe en su rancho, todos van a estar más sanas y productivas este invierno.

Abriéguese para el tiempo. Botas de hule con aislamiento térmico y calcetines de lana son necesarios para mantener calientes los pies. Vestirse en varias capas de ropa, usar camisas que secan el sudor y usar gorro y guantes le va a ayudar que no tenga frío, sin importe su nivel de actividad.

Conozca las señas de congelación de la piel. El año pasado fue el primero en memoria reciente en que la gente en el occidente de Nueva York tuvieron que preocuparse de la congelación de la piel. Las primeras señas son piel frío con un sentido de picazón, seguido con falta de sentido y piel rojo o pálido. Eso se llama "frostnip", lo

que no causa daño permanente a la piel. Si quiere aprender más sobre la congelación, visite este sitio: <http://www.mayoclinic.org>.

Manténgase hidratado. Cuando hace frío, la gente tiene la tendencia de tomar menos; pero los que trabajan en ranchos siempre sudan y pierdan electrolitos durante el trabajo normal. Tomar líquidos, sea calientes o fríos, le ayuda para no sufrir de la deshidratación.

Cuide la maquinaria. Es importante enchufar ciertos tractores en la noche cuando hace mucho frío para evitar problemas en arrancarlas en la mañana. Pregunte a su jefe si no entiende cuando hay que enchufar cuales tractores.

Ponga atención especial en los becerros recién nacidos. Séquelos, póngalos cama extra (paja es lo mejor para que puedan cubrirse) y deles un galón de calostro caliente entre la primera hora después del nacimiento.

No apurre las vacas al arrearlas. Las vacas caminan a una velocidad de 2 millas por hora, mientras los humanos caminan a 4 millas por hora. Al presionar las vacas a caminar más rápidamente, es más probable que se van a deslizar y caerse. Eso es aun peor en el invierno cuando hay nieve y hielo. Se puede usar un tipo de arena para que no esté tan resbaloso.



Christmas Tamales - *Los Tamales Navideños*



A Guatemalan *tamal* steamed in a banana leaf.

Even though we live thousands of miles away from Guatemala and Mexico, tamales seem to magically appear on dairy farms throughout New York

Mexican tamales wrapped in dried corn husks, and Guatemalan tamales, which are wrapped in banana or plantain leaves (or aluminum foil) and tend to be more moist. Tamales are eaten throughout the year, but especially at Christmas. Making tamales is a pretty labor-intensive pursuit, which is part of what makes them a revered holiday tradition. Groups of women often gather to prepare them together. And after all, there are many holiday traditions in all cultures that revolve around food: nothing says Thanksgiving like turkey or Christmas like Christmas cookies!

Click here for a great story on the tradition of tamales:

<http://www.nytimes.com/2012/12/19/dining/where-christmas-means-tamales.html?pagewanted=all&r=0>

* Side note: Although Americans often use “tamale” (*tah-mall-ee*) as the singular of tamales, the correct word is actually “*tamal*” (*tah-mall*).

State around Christmas time. Have you ever wondered why your Hispanic employees might be so attached to this holiday tradition?



Mexican *tamales* wrapped in corn husks.

Tamales are made of a corn dough stuffed with filling (meat, sauce, and/or veggies) that is wrapped in leaves and steamed. There are many variations of the *tamal** throughout Latin America. The two basic variations that you might see on your farm are

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 March!

Newsletter Editor: Libby Eiholzer
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.