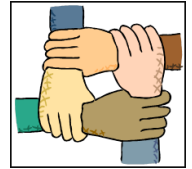




EL SOSTENTO

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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Avoid Housing Issues

When you hired your first Hispanic employees, you probably didn't expect to add "landlord" to your job description. But in all honesty, that is probably what happened. Our employees work hard, and often times they do not put house chores at the top of their list of priorities. The result? Dirty houses, pest issues, unsatisfied tenants/employees and frustrated landlords/employers.

So what can you do about this problem? There's no magic bullet, but I can offer you some suggestions that I've come across.

Housing Agreement

Create a short document in English and Spanish to give to employees at the time of hiring, outlining your requirements for anyone living in employer-owned housing. Some things you could include are how much they will be charged monthly or weekly, what expenses the farm will cover, who will pay for any damages, and any house rules. For example, policies on alcohol, visitors, etc. It might seem like a hassle, but having this

figured out ahead of time will make it easier to enforce in the long run.

Weekly Housing Checks

I know, your employees are adults. You don't want to have to baby them. But in all reality, you need to know what the inside of your employee housing looks like. A regular housing inspection can motivate your employees to keep a cleaner house, and will also allow you to attend to any problems in a timely manner.

Chore List

While this might also sound juvenile, it is one way to encourage your employees to keep their living conditions neat. As employees often live and (work together, they sometimes worry about "rocking the boat" when addressing living issues, as they could also impact their work life. I can't tell you how many times I've heard employees say "I clean up after myself, but nobody else does"!

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What's in a Ration?

Corn Silage—Ensilaje de Milpa

Hay Silage—Ensilaje de Heno

Alfalfa Hay—Heno de Alfalfa

Cornmeal—Maíz Molido

Soybean Meal—Soya Molido

Cottonseed—Semilla de
Algodón

Straw—Paja

Minerals & Vitamins—Minerales
y Vitaminas

Whey—Suero de leche

Molasses—Melaza





(cont' from page 1)

To-Fix List

This can work hand-in-hand with the weekly housing checks. Post a paper on the refrigerator and have employees make a note of anything that is broken or that needs fixing or updating. You can check the list every week when you do the house check, but encourage employees to communicate with you about issues; you don't want to find out about frozen pipes too late!

Pests

Bedbugs and cockroaches are unfortunately way too prevalent in employee housing, as they also are in apartments in many major U.S. cities. Bed bugs are amazingly resilient, and can live in clothing and backpacks, which allows them to be transported between farms when employees switch jobs or visit friends. And once a house becomes infested, it can be very hard to get the problem under control!

"Bed bugs are a serious issue across the country, and they're very difficult to control," said Orkin Entomologist and Technical Services Director Ron Harrison, Ph.D in a recent press release. "Bed bugs are not limited to any level of cleanliness or income, which means they can be found in any home or hotel. They're great hitchhikers, and people often bring them inside on their clothes or in their luggage."

There is a similar stigma attached to cockroaches,

"...there is a false belief that cockroaches only live in dirty homes, so there is a negative stigma attached to having them. Many people are embarrassed to admit they share their living quarters with cockroaches. The simple truth is cockroaches live in dwellings belonging to all ethnic groups and all economic classes of people. Sloppy housekeeping does not automatically mean a person will have an infestation; likewise, immaculate housekeeping does not exempt you from having

cockroaches. Because they are usually brought into non-infested residences through human activities, even clean homes can get cockroaches. **However, a clean and tidy home will not sustain as many cockroaches as an identical home which is cluttered and dirty, because there is less food for the cockroaches to eat and fewer hiding places.** Other factors like humidity, drippy faucets and other water sources are very important in influencing infestation levels". (University of Nebraska-Lincoln Extension).

So while bed bugs and cockroaches can survive in surprisingly clean conditions, they don't tend to thrive there. Open communication with tenants about expectations for cleanliness, how to spot cockroaches and bed bugs and steps to take upon infestation will help you to avoid a major issue.

Resources

- The Cornell Farmworker Program & the NYS Integrated Pest Management recently released a new resource to help educate farm owners and employees about bed bug and cockroach issues and strategies for prevention. The bilingual DVD is available by mail-order for \$15.00. See the order form at the end of this newsletter.
- The CA Department of Health offers a one-page fact sheet in Spanish and English on pest identification and management. Both are at the end of this newsletter.
- Another good resource is the Cockroach Control Manual, created by the University of Nebraska-Lincoln Extension. The manual is available in English and Spanish, for free online at <http://lancaster.unl.edu/pest/roachmanual.shtml>.



Worth a Listen- *Farmers Fear Legal Status for Workers Would Lead Them Off Farm*

Here is the link to a story aired on NPR on February 26th, 2015, which presents the possible effects of the president's executive action on agriculture. Several vegetable growers and field workers were interviewed. While the growers expressed concern over whether or not their employees would stay on with immigration reform, the employees stressed their

desire to continue to work in agriculture. While no dairy farmers were included, it is certainly good food for thought. It's only 5 minutes long, but it's a good listen!

Farmers Fear Legal Status for Workers Would Lead Them Off Farm
<http://www.npr.org/people/143160021/daniel-charles>



Calving Assistance: Working With Heifers

· A HEIFER NATURALLY TAKES MORE TIME TO CALVE THAN A COW

- Calving is a biological process. It's possible to interrupt the process and cause it to take longer or actually complicate the process.
 - * Note at what time you see the heifer starting to calve
 - * During the early stages of calving it's easier to interrupt the process
 - * What the cow is actively calving and pushing, it's more difficult to interrupt the process
 - * Do everything you can to minimize the anxiety of the animal
- Work with the cow or heifer- DON'T just pull the calf.
 - * Make sure that the cervix is well dilated
 - * Make sure that the calf is in the correct position
 - * Always use a lot of lube
 - * Pull when the heifer pushes, rest when she rests
 - * Always pull in a downwards arc, not in a straight line
- Remember that for a heifer this is her first calving. She doesn't know what's happening to her and she can be confused and scared.
 - * Try not to cause her any more anxiety
 - * It's better to leave her in the pen with other cows until right before she calves. Taking her out of the group too early can make her nervous
 - * It's important to take care of the heifer, not just the calf. We want both the heifer and calf to be alive and healthy!

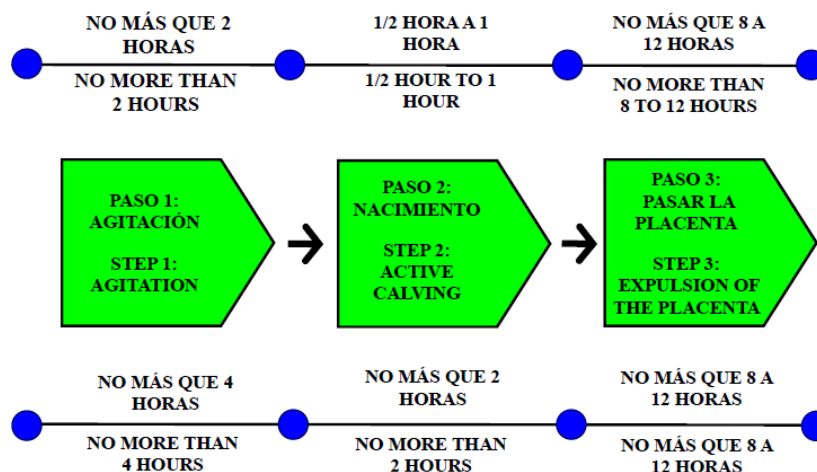
Asistencia en los Partos: Trabajando con Vaquillas

· UNA VAQUILLA DURA MAS TIEMPO EN EL PARTO NATURALMENTE QUE UNA VACA

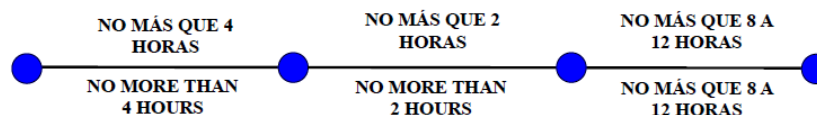
- El parto es un proceso biológico. Es posible interrumpir el proceso y causar que el parto dure más tiempo y/o se complica
 - * Note la hora cuando ve usted que la vaquilla está en el proceso de parir
 - * Durante el principio del parto es más fácil interrumpir el proceso
 - * Cuando la vaca está pariendo y empujando, es más difícil interrumpir el proceso
 - * Haga todo lo posible para minimizar la ansiedad del animal
- Trabaje con la vaca o vaquilla– NO simplemente jale la becerro
 - * Asegúrese que la cervix está bien dilatada
 - * Asegúrese que el becerro viene bien orientada para salir
 - * Siempre use mucho lubricante
 - * Jale cuando la vaca empuja, descansa cuando ella descansa
 - * Siempre jale en un arco para abajo, no en una línea recta
- Recuerde que para una vaquilla, este es su primer parto. Ella no entiende lo que la está pasando, y está confundida y miedosa.
 - * Procure no asustarla ni causar más ansiedad
 - * Es mejor dejarla con su grupo de compañeras hasta justo antes del parto. El quitarla del grupo muy temprano causa mucha ansiedad
 - * Es importante proteger la salud de la vaquilla, no solamente el becerro. ¡Queremos que la vaquilla y su becerro salgan bien sanas del parto!

HORARIO DEL PARTO CALVING TIMELINE

PARA VACAS— FOR COWS



PARA VAQUILLAS—FOR HEIFERS





La Virgen de Guadalupe– Who is She?



Perhaps you've seen this picture emblazoned on your employees' shirts, or hanging in their lockers or homes. Maybe you've learned that she goes by *La Virgen de Guadalupe* (or Our Lady of Guadalupe, Mother of God), but who is she, exactly?

According to official

Catholic accounts, a peasant named Juan Diego saw a vision of a young woman on a hill outside of Mexico City on December 9, 1531, speaking to him in the native Nahuatl language, asking him to build a church there in her honor. He recognized her as the Virgin Mary, but the archbishop

of Mexico City told him to ask her to give him a sign to prove her identity.

She did just that, first by healing Juan's uncle. Then she told him to pick flowers from the top of the hill where he first encountered her, and despite the cold weather he found roses in bloom. He gathered them in his cloak and returned to the archbishop. When he opened his cloak, the roses fell to the floor, revealing the image of the *Virgen de Guadalupe*, now emblazoned on his cloak. This image (shown at left) is now a very popular religious and cultural symbol in Mexico. The basilica of Our Lady of Guadalupe, built in her honor in Mexico city, is now the most visited Catholic site in the world!

Today, tens of thousands of pilgrims travel to Mexico City every December 12th (the day that the *Virgen de Guadalupe* reappeared to Juan and ordered him to collect the roses) to celebrate *La Virgen de Guadalupe*, the patron saint of Mexico.

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



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.

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

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The Cornell Farmworker Program and
NYS Integrated Pest Management presents:
Pest Management for Farmworkers and Farmers
Spanish and English language skits
that explore low cost pest management
strategies for cockroach and bed bug issues

¡Esas Plagas Molestosas! *Those Annoying Pests!*



**Cornell Farmworker
Program**



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"How to Prevent and Eliminate Annoying Pests in the Home" DVD: \$15.00

(Nonprofit Organizations pay \$10.00 and must include tax-exempt form with payment.)

Quantity: _____ Subtotal: _____ Total (Subtotal x 8% sales tax, if applicable): _____

Customer Name: _____
Organization Name: _____
Address: _____
City: _____ State: _____ Zip: _____
Phone: _____ Email: _____

Make Check Payable to: Cornell University

Send to: Cornell Farmworker Program, 275H Warren Hall

Cornell University, Ithaca NY 14853

(607) 255-9832 | farmworkers@cornell.edu | www.farmworkers.cornell.edu

Bed Bug Fact Sheet

What are bed bugs?

Bed bugs are small, reddish-brown wingless insects that feed on human blood during the night. They are about the size of a lady bug or an apple seed. Bed bugs do not fly; they either crawl or are carried from place to place in a person's belongings. Before a bed bug feeds on blood, its body looks flat with a circle shaped abdomen; however, after it has fed, the body lengthens and becomes narrow. Bed bugs can survive for weeks to months without a blood meal.

Do bed bugs affect humans?

Bed bugs feed at night when people are sleeping. The bite of a bed bug is usually painless, and a person may not even know that they have been bitten until a large itchy welt appears on their skin several days later. Some people do not react to bed bug bites. While these bites may be a nuisance, bed bugs do not transmit disease to humans.

Where do bed bugs live?

Bed bugs are most commonly found in sleeping areas including beds and bedroom furniture, mattresses, and linens. Bed bugs may also be found in the cracks and crevices of bed frames, dressers or loosened wall paper.

Signs of bed bugs include:

- Presence of bed bugs
- Empty bed bug skins
- Blood spots or stains on bedding, mattresses, furniture or walls.

Getting rid of bed bugs:

Washing clothing and bedding in hot water will kill bed bugs on those items. The California Department of Public Health, Vector-borne Disease Section, recommends hiring a licensed pest control operator to get rid of bed bugs in the room or building where they are found.

Where can I get more information?

- Vector-Borne Disease Section at the California Department of Public Health:
<http://www.cdph.ca.gov/healthinfo/discond/pages/bedbugs.aspx>
- Centers for Disease Control and Prevention:
http://www.cdc.gov/nceh/ehs/publications/Bed_Bugs_CDC-EPA_Statement.htm



Photo Courtesy of Piotr Naskrecki, CDC/Harvard University

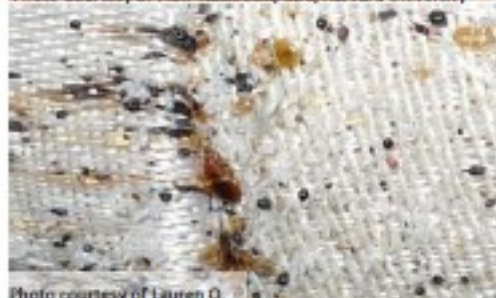


Photo courtesy of Lauren O.



Photo Courtesy of Michael Potter, University of Kentucky

Datos sobre las chinches

¿Qué son chinches?

Chinches, o chinches de cama, son insectos pequeños y planos de color pardusco. Se alimentan de sangre humana durante la noche. Son aproximadamente del tamaño de una semilla de una manzana. Las chinches no pueden volar, pero se mueven rápido y pueden ser llevadas dentro de artículos personales. Antes de que una chinche se alimente de sangre, su cuerpo parece plano y su abdomen es circular. Al comer, el cuerpo se estrecha. Las chinches pueden sobrevivir semanas o meses sin alimentarse de sangre.

¿Las chinches afectan a los humanos?

Las chinches usualmente pican a las personas de noche mientras duermen. La picadura de una chinche típicamente no duele, y pueden pasar unos días antes de que aparezca una roncha. A veces, las personas no saben que las chinches les han picado. Aunque las picaduras pueden ser molestosas, las chinches no transmiten enfermedades a los humanos.

¿Dónde viven las chinches?

Las chinches típicamente se encuentran en los lugares donde se duerme, como en camas, muebles, colchones y sábanas. También se esconden alrededor de marcos, cabeceras de cama, roperos o detrás del papel tapiz.

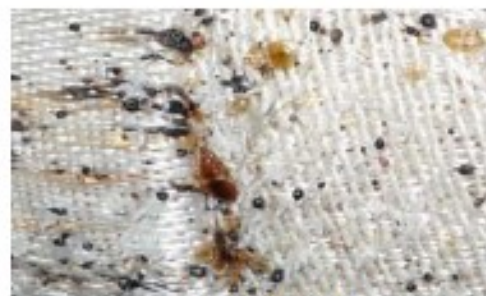


Foto: Piotr Naskrecki, Harvard University

Las señales de una infestación de chinches incluyen:

- Presencia de chinches
- Cáscaras o huevos de chinches
- Manchas de sangre en las sábanas, colchones, muebles o paredes



Foto: Lauren O.

Control de las Chinches

Lavando la ropa y sábanas con agua caliente mata a las chinches. El Departamento de Salud Pública de California recomienda que llame a una empresa con licencia de control de plagas para eliminar las chinches en una habitación o edificio.

¿Donde puedo obtener más información?

- El Departamento de Salud Pública de California:
<http://www.cdph.ca.gov/healthinfo/discond/pages/bedbugs.aspx>
- Centros para el Control y Prevención de Enfermedades:
http://www.cdc.gov/nceh/ehs/publications/Bed_Bugs_CDC-EPA_Statement.htm