



# THE DAIRY CULTURE COACH

Helping You Manage Your Multicultural Team for Success

April Hoof Health  
Class! Info on page 2.



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## Employees Want to Learn!

There are many resources available these days to help Spanish-speaking dairy employees learn more about the *WHY* of what they are doing on the farm every day. From treating sick calves to moving cows to the parlor, any employee can benefit from learning why you ask them to do their work in a certain way. The result? Employees that are more knowledgeable about dairy cows and motivated to do their job correctly.

You can leave copies of articles in the break room and show videos during regular meetings. Most of these resources are available in English too, so you can preview them to know what you are sharing with your employees.

Here is a list of free resources in Spanish to share with your employees:

### Written Materials:

- Calf Notes (<http://calfnotes.com/CNnotasternereros.htm>) provides many short articles on the basics of caring for calves.
- While El Lechero is no longer being published, you can still find the complete archives online (<http://www.el-lechero.com/>). This Spanish/English magazine had articles on many topics.
- University of Wisconsin-Extension

offers an excellent bilingual newsletter (<http://fyi.uwex.edu/dairypartnerelcompanero/>). Complete archives online.

- University of Wisconsin's Milk Quality program (<http://milkquality.wisc.edu/en-espanol/>) has posters, videos and presentations available.
- For repro topics, check out Genex's Dairy Horizons magazine, now in Spanish too. (<http://genex.crinet.com/page5596/DairyHorizonsInEspañol>)

### Videos:

- Upper Midwest Agricultural Safety and Health Center (<http://umash.umn.edu/stockmanship/>) has videos on moving cows effectively and working with the pressure zone.
- DairyCare365 (<http://www.dairycare365.com/solution/dairy-care365-training-series>) has online videos about handling down cows, heifers and calves, general stockmanship and euthanasia.

This list is only a glimpse of what's available. Please reach out to me if you know of other Spanish-language resources for dairy workers!

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## Feeding Vocabulary

- TMR- *Ración Completa Mezclada*
- Dry Matter- *Materia Seca*
- Concentrate - *Concentrado*
- Push up the Feed- *Empujar la comida*
- Moisture- *Humedad*
- Silage - *Ensilaje*
- Plastic - *Plástico*
- Tires - *Llantas*



# HOOF HEALTH SOLUTIONS COURSE



This course will focus on lameness detection and treating lame cows. Training your team to identify and treat lame cows is of utmost importance for animal welfare!

**Tuesday April 19th & Wednesday April 20th:**

Noblehurst Fieldhouse, 7955 York Rd, Pavilion, NY 14525

**Thursday April 21st & Friday April 22nd:**

El-Vi Farms 14 Pelis Road, Newark, NY 14513



**\$100 registration for enrollees of the NWNYS Team. \$125 for non-enrollees\*.**

**Materials & lunches included both days. Classes will be capped at 15 people per site.**

- Classroom & hands-on learning
- Taught by Hoof Trimmer's Association members Chip Hendrickson & Vic Daniels along with Jeff Wheeler of Zinpro Animal Health

**\*Each Class will be held two days in a row, 10am-4pm.**

**It will be offered in both English & Spanish**

To register for either event, please contact: Zachary Amey at (585) 786-2251 or email [zta3@cornell.edu](mailto:zta3@cornell.edu). You can also register online at:

[https://reg.cce.cornell.edu/HoofHealthSolutionsCourse\\_256](https://reg.cce.cornell.edu/HoofHealthSolutionsCourse_256)

For course specific questions contact

Libby Eiholzer (607-793-4847) or Jerry Bertoldo (585-281-6816)

\*Not enrolled in the NWNYS Team? Contact your local

CCE Office for enrollment information.



## Calculating Dry Matter

**T**he weight of a feed comes from either the moisture in the feed or the dry matter (DM). Dry matter is what is left in the feed after the water is removed, and this is what actually contains the nutrients that feed the cow. Knowing the dry matter and moisture portions of a feed is important because although moisture affects the weight of the feed, it does not provide any nutrient value to the cow. Rain, snow and other environmental factors can change the dry matter of a forage once it is in the bunk, so it is recommended that you measure the dry matter of ensiled feeds weekly.

Once you know the DM of a feed, you can calculate the amount of that feed needed to provide a set amount of nutrients to the cow. If DM changes without you knowing it, you may over- or underfeed your cows.

Follow these instructions to calculate DM from a sample of silage:

1. Weigh the empty container that will hold the feed and record the weight.
2. Place silage in the container.
3. Weigh the container with silage and record weight.
4. Subtract the weight of the container from the total weight (Step 3) to determine the weight of silage prior to drying.
5. Dry the silage, following the instructions of your drying method (Koster tester, microwave, etc.).
6. Weigh and record the container and feed weight immediately after drying.
7. Subtract the weight of the container from the total weight (Step 6) to determine the weight of the dry silage.
8. Divide the weight of the dry silage (Step 4) by the weight of the wet silage (Step 7).
9. Multiply by 100 to get a percentage.

### EXAMPLE

Container weight = 300 g  
 Container and sample weight before drying = 450 g  
 Wet sample weight = 150 g (Calculation: 450 g – 300 g = 150 g)  
 Container and sample weight after drying = 354 g  
 Dry sample weight = 54 g (Calculation: 354 g – 300 g = 54 g)  
 Dry matter = 36% (Calculation: 54 g/150 g = 0.36 x 100 = 36%)

## Calcular la Materia Seca

**E**l peso de un alimento viene de la humedad en el alimento o la materia seca (MS). La materia seca es lo que queda en la comida después de remover el agua, y eso es lo que contiene los nutrientes que alimenta la vaca. Saber la materia seca y húmeda de un alimento es importante porque aunque la humedad afecta el peso del alimento, no proporciona ningún valor nutritiva para la vaca. Lluvia, nieve y otros factores ambientales pueden cambiar la materia seca de un forraje en el silo horizontal, así que es recomendado chequear la materia seca del forraje ensilado cada semana.

Al saber la MS de una comida, se puede calcular la cantidad de la comida requerido para proveer cierta cantidad de nutrientes para la vaca. Si Ud. no se da cuenta que la MS ha cambiado, podría alimentar demasiado o muy poquito a sus vacas.



Sigue estas instrucciones para calcular la MS de una muestra de ensilaje:

1. Pese el contenedor vacío que va a llenar con el ensilaje y apunte el peso.
2. Ponga el ensilaje en el contenedor.
3. Pese el contenedor con el ensilaje y apunte el peso.
4. Reste el peso del contenedor del peso completo (paso 3) para determinar el peso de la comida antes de secarlo.
5. Seque la comida, siguiendo las instrucciones de su modo de secar (Koster tester, microondas, etc.).
6. Pese y apunte el peso del contenedor con el ensilaje inmediatamente después de secarlo.
7. Reste el peso del contenedor del peso completo (paso 6) para determinar el peso del ensilaje seco.
8. Divida el peso del ensilaje seco (paso 4) por el peso del ensilaje mojado (paso 7).
9. Multiplíquelo por 100 para convertirlo en un porcentaje.

### EJEMPLO

Peso del contenedor = 300 g  
 Peso del contenedor y ensilaje antes de secarlo = 450 g  
 Peso del ensilaje mojado = 150 g (Calculación: 450 g - 300g = 150 g)  
 Peso del contenedor y ensilaje después de secarlo = 354 g  
 Peso del ensilaje seco = 54g (Calculación: 354 g - 300 g = 54 g)  
 Materia Seca = 36% (Calculación 54 g / 150 g = 0.36 x 100 = 36%)

Source: <http://articles.extension.org/pages/11315/dry-matter-determination>.



## Why So Many Last Names?

Have you ever noticed how most of your Hispanic employees have two last names instead of one? The cultural differences in the uses of last names can lead to a lot of confusion on the farm. Spanish-speakers' last names tell a story, and you can learn a lot about your employees (and how they may be related to one another) by their last names.

First of all, the Spanish word used to refer to the last name is *apellido*. It translates literally as surname, which is the name (or names in this case) that a person shares with his or her family members. Since the cultural norm is for Hispanic people to have two last names, they are referred to as the first surname (*primer apellido*) and the second surname (*segundo apellido*).

Let's say we have an employee named **Juan José Gomez Escobar**. What do all those names mean?

**Juan** = first name

**José** = second/middle name

**Gomez** = Juan's father's first last name (first surname)

**Escobar** = Juan's mother's first last name (first surname)

Let's say Juan José marries a woman named **María Julieta**

**Lopez Ríos**. Maria would not replace her last name with Juan's last name, as is the tradition in the U.S. Instead, she would either not change her name at all or just add Juan's first surname. So her name would become **María Julieta Lopez Ríos de Gomez**. This literally means "of Gomez".

If María and Juan have children together, their children will have the last names **Gomez Lopez**. (Juan's first last name followed by María's first last name).



Do you need to hyphenate the two last names? No. Sometimes you will see this but it is usually just an error made by someone trying to make sense of all those names.

### 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 The Dairy  
Culture Coach in June! To sign up, email Libby.

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.

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