



# THE DAIRY CULTURE COACH

*Helping You Manage Your Multicultural Team for Success*

## Helping Employees Combat the Heat

**A**lthough the temperatures of New York may differ vastly from those of areas near and within Central America, and can change day-to-day, it should not be assumed that everyone knows how to battle the heat. Heat stress and dehydration are serious issues that can affect the health and productivity of employees.

A few common symptoms of heat stress and dehydration include: dizziness, fainting, fatigue, headaches, dry mouth, muscle cramps, and vomiting. Many times, people forget that one of the best and easiest ways to avoid this is by drinking water! Making sure your employees always have water available- whether in water bottles or from drinking fountains- can prevent dehydration.

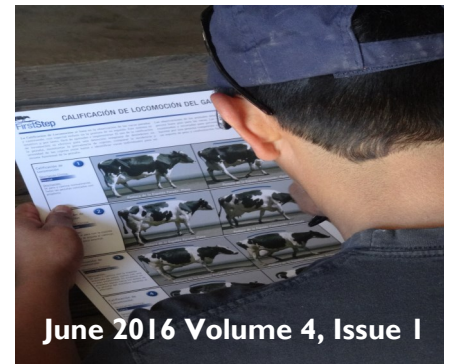
If your employees are out in the sun for long portions of the day, or even if it is only for a little bit, it is also a good idea to have them apply sun block and wear a hat and sunglasses to protect their face, ears, and neck. Sunburn is a serious issue that has the possibility of leading to skin cancer from overexposure to the sun. Some of these tactics may seem like a hassle, but they keep employees healthy and lower work stress during the day.

### Summer Checklist:

- **Water bottle**
- **Sun block**
- **Hat**
- **Snack (maybe an apple or a granola bar!)**
- **Sunglasses**



Hydration in the summer is just as important for people as it is for cows!



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### In this issue:

Lameness in Dairy Cows	2
<i>La Cojera en las Vacas Lecheras</i>	2
Lameness Scoring	3
<i>Calificación de la Cojera</i>	4
Cinco De Mayo	5
The Flight Zone / <i>La Zona Vuelo</i>	5
Introducing Brooke Ryan	6

### Summer Vocabulary

It is hot out– Hacer calor

To be hot– Tener calor

To drink water - Tomar agua

To swim– Nadar

Sunglasses– Las gafas de sol

Watermelon– La sandía

Sunblock– El bloqueador solar

Hat– La gorra



## Lameness in Dairy Cows

**W**e all want to provide the best care for our cows in order to prevent them from getting sick, hurt, or leaving the herd. Lameness in cattle usually consists of health problems with feet and legs that may affect their ability to move around and, in effect, produce milk as an active member of the herd. It is one of the most common reasons for cattle leaving and can even cost the farm a significant amount of money just from the loss of milk production!

### Tips to prevent and monitor lameness:

- 1) Invest in some locomotion scoring cards- sheets that rate the lameness of cows from 1-5 (1 is normal, 5 is severely lame). See page 3.
- 2) Train employees who push cows or normally walk the herd to look for any cows that stick out- are walking weirdly, are reluctant to walk, rely on one leg more than the other, etc. Finding lame cows when they are a 2 or a 3 instead of a 4 or a 5 vastly increases the chances of curing them.
- 3) Although it may be a hassle to always keep the scorecard on you, keep a rough idea in your mind of the description of each score so you can find problem cows fast and efficiently.
- 4) If you notice that some cows need their feet trimmed, write it down so you have a list of animals that need more attention than others to prevent any further onset of lameness.

- 5) For severe cases- pull cows immediately from the herd and start treatment of hooves, hocks, etc. right away.

Healthy cows are happy cows, and happy cows produce milk!

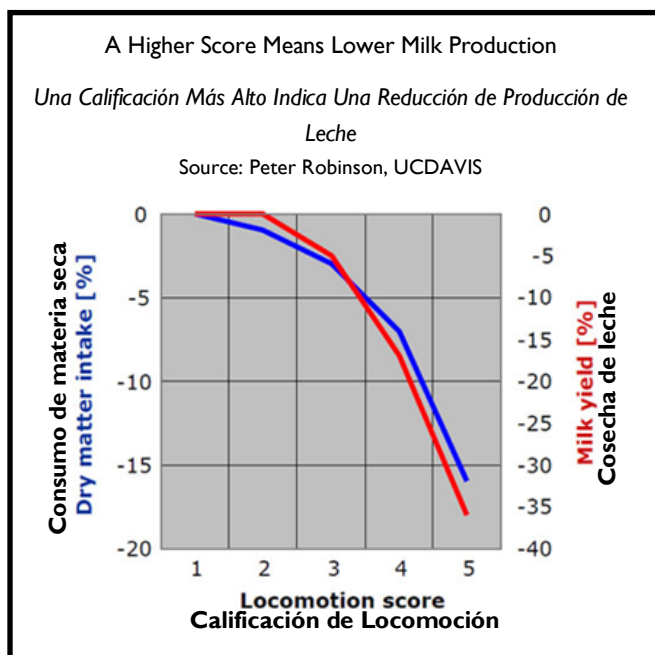
- You can find more information on locomotion scoring on the Zinpro website (<http://www.zinpro.com/lameness/dairy/locomotion-scoring>)

## La Cojera en las Vacas Lecheras

**T**odos queremos proveer la mejor ayuda para nuestras vacas para evitarse las heridas, que se dañen las vacas o que salgan del rebaño. La cojera en las vacas normalmente consiste en los problemas de la salud con las piernas y los cascos cuales tienen la posibilidad de afectar sus habilidades de moverse y producir leche para ser un miembro activo del rebaño. Es una razón muy común para que las vacas salgan- ¡y también puede afectar la cantidad del dinero que la finca gana solo por la pérdida de la producción de la leche!

### Los consejos para prevenir y monitorizar la cojera en las vacas:

- 1) Obtenga los cartones para calificar la cojera. Estos cartones califican la locomoción de las vacas de 1 a 5 (1 es normal, y 5 es severo). Mire página 4.



- 2) Les enseñe a los empleados que empujan las vacas o que normalmente caminan por el rebaño para observar las vacas que no parecen normal- caminan extrañas, están reacias a caminar, pongan más peso en una pierna que la otra, etc. Encontrar a las vacas cojas cuando tienen una calificación de 2 o 3, en vez de la de 4 o 5, pueda aumentar la probabilidad de curarla.

- 3) Aunque puede ser una molestia siempre llevarse un cartón de calificación, es una idea buena para recordar la descripción de cada calificación o nivel de la cojera para que pueda escoger las vacas problemáticas en una manera rápida e eficiente.

- 4) Si se da cuenta que algunas vacas necesitan que las corten sus pezuñas, escríbalo para que tenga una lista de los animales que necesitan más atención que los otros para prevenir más problemas con la cojera.

- 5) Para los casos severos, mueva las vacas inmediatamente del grupo, póngalas en el corral de las vacas enfermas, y empiece el tratamiento de las pezuñas, corvejones, etc.

¡Las vacas sanas son las vacas felices, y las vacas felices producen leche!



# Locomotion Scoring of Dairy Cattle\*



PERFORMANCE MINERALS\*

www.zinpro.com

Available from:

## LOCOMOTION SCORE 1

Clinical Description:

### NORMAL

Description: Stands and walks normally with a level back. Makes long confident strides.



## LOCOMOTION SCORE 2

Clinical Description:

### MILDLY LAME

Description: Stands with flat back, but arches when walks. Gait is slightly abnormal.



## LOCOMOTION SCORE 3

Clinical Description:

### MODERATELY LAME

Description: Stands and walks with an arched back and short strides with one or more legs. Slight sinking of dew-claws in limb opposite to the affected limb may be evident.



## LOCOMOTION SCORE 4

Clinical Description:

### LAME

Description: Arched back standing and walking. Favouring one or more limbs but can still bear some weight on them. Sinking of the dew-claws is evident in the limb opposite to the affected limb.



## LOCOMOTION SCORE 5

Clinical Description:

### SEVERELY LAME

Description: Pronounced arching of back. Reluctant to move, with almost complete weight transfer off the affected limb.













\* Adapted from Sprecher, D.J., Hostetler, D.E., Kaneene, J.B. 1997. Theriogenology 47:1178-1187 and contribution from Cook, N.B. University of Wisconsin.

- According to Dr. Michael Payne of California Dairy Quality Assurance Program, **“the cost of an average case of lameness has been variously estimated to range from approximately \$200 to \$400”.**

CDQAP Ruminations: Lameness & Your Bottom Line, Feb. 16, 2015, <http://cdrf.org/2015/02/17/cdqap-ruminations-lameness-bottom-line-2/>



<p><b>Calificación de Locomoción</b> <span style="background-color: #0070C0; color: white; border-radius: 50%; padding: 2px 5px;">1</span></p> <p><b>Descripción Clínica:</b> <b>Normal</b></p> <p><b>Descripción:</b> Se para y camina naturalmente. Todas las pezuñas colocadas con proporción.</p>	 <p>Postura de la Espalda Parada: Plano</p>	 <p>Postura de la Espalda Caminando: Plano</p>
<p><b>Calificación de Locomoción</b> <span style="background-color: #0070C0; color: white; border-radius: 50%; padding: 2px 5px;">2</span></p> <p><b>Descripción Clínica:</b> <b>Cojera Leve</b></p> <p><b>Descripción:</b> El animal se para con la espalda plana pero se apoya al caminar, el peso es poco anormal.</p>	 <p>Postura de la Espalda Parada: Plano</p>	 <p>Postura de la Espalda Caminando: Arqueada</p>
<p><b>Calificación de Locomoción</b> <span style="background-color: #0070C0; color: white; border-radius: 50%; padding: 2px 5px;">3</span></p> <p><b>Descripción Clínica:</b> <b>Cojera Moderada</b></p> <p><b>Descripción:</b> Se para o camina con la espalda arqueada da pasos cortos con una o más extremidades. Es evidente un pequeño apoyo hacia los dedos de la pata del miembro apuesto al afectado.</p>	 <p>Postura de la Espalda Parada: Arqueada</p>	 <p>Postura de la Espalda Caminando: Arqueada</p>
<p><b>Calificación de Locomoción</b> <span style="background-color: #0070C0; color: white; border-radius: 50%; padding: 2px 5px;">4</span></p> <p><b>Descripción Clínica:</b> <b>Cojera</b></p> <p><b>Descripción:</b> Espalda arqueada tanto parada como caminando. Favorece uno o más miembros para así puede distribuir su peso sobre ellos. El apoyo hacia los dedos de las pezuñas es evidente en el miembro apuesto al afectado.</p>	 <p>Postura de la Espalda Parada: Arqueada</p>	 <p>Postura de la Espalda Caminando: Arqueada</p>
<p><b>Calificación de Locomoción</b> <span style="background-color: #0070C0; color: white; border-radius: 50%; padding: 2px 5px;">5</span></p> <p><b>Descripción Clínica:</b> <b>Cojera Severa</b></p> <p><b>Descripción:</b> Arco pronunciado en la espalda o cadera. Se niega a moverse, con una transferencia casi completa del peso del miembro afectado.</p>	 <p>Postura de la Espalda Parada: Arqueada</p>	 <p>Postura de la Espalda Caminando: Arqueada</p>

\* Adaptado de Sprecher, B.J.; Reckler, G.E.; Kanes, J.B. 1997 Theriogenology 47:1119-1127 y con la contribución de Cook, R.B., de la Universidad de Wisconsin.

- Según Dr. Michael Payne de la Programa de Calidad Seguridad de Lácteo California, “el costo de un caso normal de la cojera ha sido estimado oscilar aproximadamente de \$200 a \$400”.

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## Cinco de Mayo- What's the Real Significance?

Even though Cinco de Mayo (May 5th) is one of the most well-known Mexican holidays in the US, many people misconceive the holiday to be the Mexican equivalent of the US Independence Day. However, the true date of Mexico's Independence Day is September 16.

Cinco de Mayo actually marks the victory of the Mexican army over French forces in the year 1862 and is alternately known as the Anniversary of the Battle of Puebla. What makes this event so extraordinary isn't the amount of food that is consumed in celebration, but rather that at the battle a

small group of Mexican citizens (Mestizos and Zapotecs) defeated over 1,000 French troops.

Although Mexico didn't truly gain its independence from France until five years later, this date signified the force that Mexico posed when its people banded together to achieve a common goal. Within Mexico, the holiday is commonly celebrated in the state of Puebla where the battle took place, with parades and reenactments of the battle. Over time it has spread throughout Mexico and to the US, and is celebrated in heavily populated Mexican areas with traditional regional dancing, music, and cuisine such as mole poblano and chalupas.



## The Flight Zone

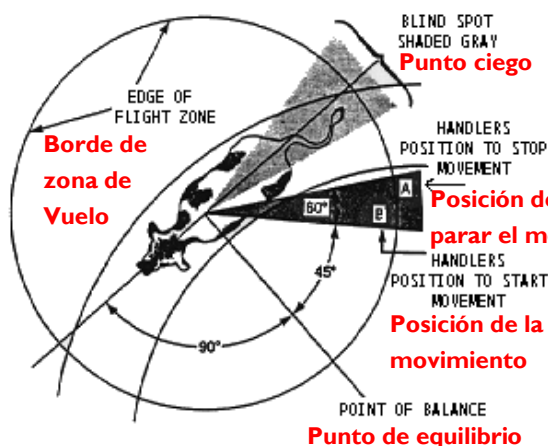
Cows have a flight zone that acts as their "personal space" and has the possibility of affecting their production and temperament when they are around you and your employees. This flight zone surrounds the cow almost completely, except for their blind spot directly behind them. A few tips to help with the handling of your cows and their flight zone is to remember that the movements of the cows is almost always in reaction to your movements. Always walk besides the cows in a calm manner so that you don't surprise them or cause them to turn around and look at you; this defeats the purpose of you trying to get them to move efficiently and effectively. This advice, especially when you are pushing cows towards the milk parlor, can help decrease stress and increase milk production. However, you should always treat cows with care no matter the place on the farm!

Source: Temple Grandin, *Understanding Flight Zone and Point of Balance for Low Stress Handling of Cattle, Sheep, and Pigs*.

## La Zona de Vuelo

La zona de vuelo de las vacas actúa como su "espacio personal" que tiene la posibilidad de afectar su producción de leche y su temperamento cuando están alrededor de su y sus empleados. Esta zona se le rodea la vaca casi totalmente excepto su punto ciego directamente detrás de ella. Unos consejos para ayudar con el manejo de sus vacas y sus zonas de vuelo son de recordar que los movimientos de las vacas casi siempre son reacciones a los movimientos de Ud. Siempre camine al lado de las vacas en una manera tranquila para que no les sorprenda a ellas ni causar que ellas den la vuelta para mirar a Ud.; esto previene el propósito de moverlas eficientemente e eficazmente. Estos consejos, especialmente cuando Ud. está entrando las

vacas hacia la sala de ordeña, puedan ayudar con la bajada de estrés y la aumentación de la colección de leche. ¡Sin embargo, siempre debe tratar las vacas con cariño todo el tiempo no importa el lugar en la finca!





## Introducing Brooke Ryan



*This summer I have a great intern working with me. In addition to the project mentioned below, Brooke will be working on the Dairy Culture Coach- in fact this issue was entirely written by her! -Libby*

Hello everyone, my name is Brooke Ryan and I am working this summer as an intern for Libby Eiholzer with the

Northwest NY Dairy, Livestock, and Field Crops Team. I just finished up my junior year at Cornell University as an Animal Science major with a minor in Spanish. I am originally from Cortland, New York and, although I did not grow up on a farm, my mom and I own about 30 Holsteins that reside on a farm in Perry, New York. Growing up, I liked to show my cows at junior and state shows, and I also participated in Junior

Holstein Club and 4-H, so hopefully I will feel right at home working with CCE this summer!

My main objective in working with extension over these next few months is to help Libby and our faculty advisor at Cornell, Tom Maloney, conduct two surveys of Hispanic employees and their employers. We wish to compare the results of these surveys to results of similar surveys conducted in 2009 and 2005. One survey is of farm owners that will be about the jobs, performance, pay, etc. provided to Hispanic employees. The second survey is of Hispanic employees looking into demographic information, job satisfaction, and incentives to stay at their jobs. Both surveys will be completely anonymous. If you are interested in your farm participating in the survey, you can contact Libby by phone at 607-793-4847, or email her at [geg24@cornell.edu](mailto:geg24@cornell.edu). I truly look forward to getting to know more of Western New York and its hard-working dairy farmers this summer!

### **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)**



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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