



THE DAIRY CULTURE COACH

Helping You Manage Your Multicultural Team for Success

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Getting More Involved in Agriculture

BY: BROOKE RYAN

As someone who is fresh out of her 4-H and Jr. Holstein Club years, it is incredible to look back and see how influential these ag-related programs have been in my life. With that being said, I think it is important to continue to encourage young kids to participate and enjoy these programs for our future. It is easy to get young children who grew up on farms involved because they want to follow in the footsteps of their parents! However, with such a large base of Hispanic employees in Western New York, and many with children of their own, it would be a great idea to try and get these families more involved.

Although children may know that their parents work on farms, they may not know what they do and how important their work is to the county, the state, and even the country. Trying to get family members of Hispanic employees interested in agriculture could be a lot simpler than it sounds! Family members may be familiar with the farm, but they might not know how your farm functions on a daily basis. Offering a farm tour to show them the different parts of your farm or even where the milk goes could peak their interest and get them more curious in other aspects of agriculture too. There are also programs, such as 4-

H, dairy quiz bowl, and other junior clubs, that allow younger kids to meet new people who are involved in agriculture in the area and even the state. If your farm is involved in livestock shows, some families might even be interested in leasing a calf for their child to show.

Many Hispanic families may not know about the opportunities that exist for them to become more involved in agriculture, and some may not be interested, but it never hurts to ask. You never know— you could be inspiring a new generation of farmers! If you're interested in getting some of your Hispanic families more involved, contact your local extension office and see how the specialists there can help out.

<http://cce.cornell.edu/localoffices>



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House Vocabulary

- Hacer la cama— to make the bed
- Sacar la basura— to take out the trash
- Limpiar— to clean
- Lavar los platos— wash the dishes
- La escoba— broom
- La aspiradora— vacuum
- La lavadora— washer
- La secadora— dryer



Help Calves Beat the Cold

BY: BROOKE RYAN

Trying to combat the heat in the summer for calves can be hard enough, but it can also be difficult to try to keep your youngstock warm in the colder months. Major health problems tend to peak during the winter months, and if you don't have an effective way to keep your younger herd safe and warm, your replacements may start to dwindle or not be as productive later in life. Some of the best methods of trying to keep your calves healthy and warm may include **using clean calf jackets, providing fresh, dry bedding, and changing water regularly or making sure it isn't frozen.** If your calves are in hutches, positioning them the right way so they are not in a wet area or facing the wind helps to keep them comfortable.

Small measures to keep your calves healthy is one thing, but maintaining average daily gain (ADG) in calves during colder months is another. Look into switching to a milk replacer with a higher fat content or adding a fat supplement to the milk you feed your calves to help increase the total

digestible energy. One study at the University of Illinois shows that calves with warmer housing are more likely to have a higher ADG than those who are housed in colder temperatures. Increasing the frequency of feeding milk to calves and even increasing the amount of milk per feeding can also help keep calves warm and healthy.

If you want to find out more about how you can help your calves during the winter visit:

<http://articles.extension.org/pages/65903/managing-dairy-calves-and-heifers-during-the-winter-months>

Source: E. H.JASTER, G. C. McCOY, AND R. L. FERNANDO, *Dietary Fat in Milk or Milk Replacers for Dairy Calves Raised in Hutches During the Winter I*, Department of Animal Science University of Illinois. [http://www.journalofdairyscience.org/article/S0022-0302\(90\)78864-9/pdf](http://www.journalofdairyscience.org/article/S0022-0302(90)78864-9/pdf)

Ayudar a las Becerras a Combatir el Frío

Tratando de combatir el calor en el verano para las becerras puede ser difícil, pero también es difícil para mantener calientes a las becerras en los meses fríos. Los problemas graves con la salud normalmente llegan a la cima durante los meses del invierno, y si no tiene una manera efectiva para mantener las becerras seguras y calientes, sea posible que el número de repuestas podría bajar o no ser tan productivas más tarde en la vida. Algunos métodos mejores para que manténganse la becerras saludables y calientes pueda incluir **el uso de chaquetas limpias, proveer camas frescas y secas, y cambiar el agua para las becerras regularmente o asegurarse que no esté**



congelado. Si las becerras están en casitas, colocarlas para asegurar que no estén en un área mojada y que miren hacia el viento puede ayudar que no sienten tanto frío.

Unas medidas pequeñas para mantener las becerras en condiciones buenas es una cosa, pero el mantenimiento del promedio de peso ganado al día (ADG) en las becerras durante los meses fríos es otra cosa.

Considere el uso de la leche en polvo con un contenido de grasa aumentado o añada un suplemento de grasa a la leche que les da a sus becerras para aumentar la energía dirigible total. También ha sido notado en un estudio, de la Universidad de Illinois, que las becerras que viven en casas más calientes tienden a tener un ADG más alto que las becerras que viven en temperaturas más frías. Aumentar la frecuencia de alimentaciones a las becerras cada día, y también la aumentar la cantidad de leche por alimentación, pueda ayudar en mantenerlas calientes y saludables.

Si quiere encontrar más información de como pueda ayudar a sus becerras durante el invierno visite:

<http://articles.extension.org/pages/65903/managing-dairy-calves-and-heifers-during-the-winter-months>



Farm Worker Housing Quiz

The quiz below was developed by members of the Agricultural Workforce Development Council (AWDC) to help farm managers assess the current status of their worker housing. It may also be used as a starting point to create a farmworker housing “responsibilities” document, so that all involved parties understand their roles in ensuring a safe, comfortable living environment. The statements used in the quiz reflect a combination of good housing management as well as compliance with current regulations.

The AWDC is a group of agricultural organizations dedicated to the proactive promotion of positive on-farm employment practices and resources, in an effort to ensure access to productive, well-trained and competitively compensated employees as a critical component to the future of New York State agriculture.

		Yes	No
1.	We have an assigned person who inspects housing periodically and when an employee vacates the premises.		
2.	We have a written housing agreement signed by occupants that outlines employer and employee responsibilities.		
3.	Heating equipment is in working order and will maintain a mean temperature of 70° F during occupancy.		
4.	We provide employee training and instructions for maintaining critical aspects of the housing including hot water, wells, septic drains, heating system, lights, and fire alarms.		
5.	Interior walls, floors, and ceilings are in good condition. There are no holes in walls, cracked floors, broken or missing electrical outlet covers.		
6.	The kitchen floors, walls, ceilings, tables, shelves, and counter tops are made of cleanable materials and are maintained in a clean and sanitary condition.		
7.	A rated fire extinguisher is provided within 30 feet of all rooms containing cooking facilities.		
8.	The dwelling has smoke detection devices that are in operating order and each sleeping room has a smoke detector.		
9.	Garbage containers are provided and arrangements have been made for regular garbage removal at least once every two weeks.		
10.	Hot and cold running water is provided for hand washing, bathing and laundry. Hand washing basins are provided at a ratio of one basin to every six occupants.		
11.	At least one bathing facility is provided for every 10 occupants.		
12.	Clothes washing machines are provided and maintained with proper vents and drains. Facilities for drying clothes are provided.		
13.	We have a written set of rules for living in group housing and showing respect for each resident.		
14.	Cooking equipment is in good working order, clean and free of grease, vented and a shut-off valve is provided for gas heating appliances.		
15.	Sleeping rooms are separated from other living space with at least 50 square feet of floor space for each occupant. Sleeping rooms have windows that provide egress and ventilation.		
16.	A suitable, separate bed, constructed of sturdy and comfortable material is provided to each occupant. The sleeping quarters contain adequate space for the storage of clothes and personal possessions of each occupant.		
17.	Mattresses are covered with a bedbug resistant cover.		



		Yes	No
18.	The house is free of rodents.		
19.	All electrical wires and outlets are safe and in working order.		
20.	Windows that open to the outside in rooms used for living, dining, cooking, sleeping, bathing and toilet facilities are maintained with insect screening. Exterior door openings have insect-proof screen doors or solid doors.		
21.	Adequate food refrigeration space is provided for all residents of the housing unit.		
22.	A minimum of one toilet is provided for each 10 occupants.		
23.	Locks are provided on each window and exterior door.		
24.	The housing is free of bedbug and cockroach infestations.		
25.	Employees have free access to visitors.		
	Bonus Question:		
	All household mechanical systems are in working order including furnace, toilets, hot water heater, etc., and are tested at least once every six months.		

How to Score the Worker Housing Management Quiz

This quiz is scored on a total of 100 points. The correct answer to each statement is “yes”.

Total “yes” answers _____ x 4 points each _____ Total points _____

SCORE

- 80 – 100 Congratulations! You put major emphasis on ensuring that employee housing is safe and comfortable. Continue to look for ways to do even better.
- 60 – 79 Identify several areas where changes are needed and make a plan for improvement.
- Below 60 Take a hard look at your entire housing situation and create a prioritized long-range plan for improvement.

Resources: NYDOH- https://www.health.ny.gov/regulations/nycrr/title_10/part_15/index.htm
 OSHA- https://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=STANDARDS&p_id=9791
 H-2A- http://www.ecfr.gov/cgi-bin/retrieveECFR?gp=&SID=e49246f7d4b425e_90b916ea9d4b8f3e4&mc=true&r=PART&n=pt20.3.654#sp20.3.654.e

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Encouraging Proper Housing Maintenance BY: LIBBY EIHOLZER

Maintaining housing to appropriate standards is a joint effort between the farm/house owner and the people living there. Making sure the house meets with state and local regulations is the owner's responsibility. Day-to-day cleaning and maintenance is the responsibility of those living in the house, along with notifying the proper person quickly when there is a problem. Yet we need to remember that many Hispanic employees come from rural areas where housing is very different (i.e. no indoor plumbing, running water or heating). Explaining in detail what you mean by "clean the house regularly" can help clear up any misunderstandings and teach employees how to take care of their housing.

The following is an example of a set of "house rules" that you could share with your employees to make sure they keep the house clean. I've had many employees ask outright for this and a cleaning schedule. This can help housemates get along better, since the rules come from the boss and not someone who is also a coworker.

If you would like a copy of this in Spanish or in a Word file that you can edit, please email Libby at geg24@cornell.edu.

House Rules

1. Everyone is responsible for cleaning up after themselves on a daily basis. This includes maintaining a clean bedroom and not leaving personal items in common areas.
2. Everyone is expected to put money towards purchasing cleaning supplies.
3. Once a week everyone living in the house needs to help thoroughly clean it. On each person's day off, they will be responsible for cleaning one of the three main common areas: bathrooms, kitchen, and living room. This will rotate weekly.
 - Bathrooms: Sweep and mop floors. Clean toilet. Clean and wipe counter. Clean shower.
 - Kitchen: Sweep and mop floor. Clean and wipe down countertops. Clean stove top and remove grease. Collect garbage and remove from house- take to farm dumpster the following day.
 - Living Room: Vacuum or sweep and mop. Dust.
4. **Kitchen:**
 - Everyone has assigned cupboard space to keep food for their own use. Please respect this.
 - Cockroaches are not common in this area. They only survive in the absence of hygienic kitchen practices. Prevent cockroaches by doing the following:
 - i. Everyone needs to wash their dishes after cooking and eating. Keep the counters clean and wiped down.
 - ii. Store perishable food in sealed containers in the fridge (meat, dairy, vegetables, etc.). Non-perishables may be stored in sealed containers outside of the fridge.
 - iii. Do NOT pour grease down the drain. Let it cool and solidify, then throw in garbage.
 - iv. Empty garbage regularly.
5. **Bedrooms:** Keep bedbug cover on mattress- it's there for your protection. Wash sheets weekly. Do not store food in your room.
6. **Bathrooms:** Toilets have a septic system that can handle paper. Throw ALL toilet paper in the toilet. Do not throw other things in the toilet.
7. **Pests:** If you notice any pests (cockroaches, bedbugs, rats, etc.) please tell management immediately so that it can be dealt with appropriately.
8. **Heat:** If you are too hot, turn down the thermostat. Do not open a window because this will cause the heat to run continuously. Report any issues with heat to management.
9. **Problems:** If anything breaks or isn't working well, please tell management immediately. This includes: leaking pipes, plugged drains, broken windows/doors, ANY leaking water (pipes, ceilings, etc.), and issues with appliances, etc. (*List manager's name and phone number here*).
10. **House Inspections:** Your house will be inspected regularly to be sure that it is clean.



A Different Dialogue!

BY: BROOKE RYAN

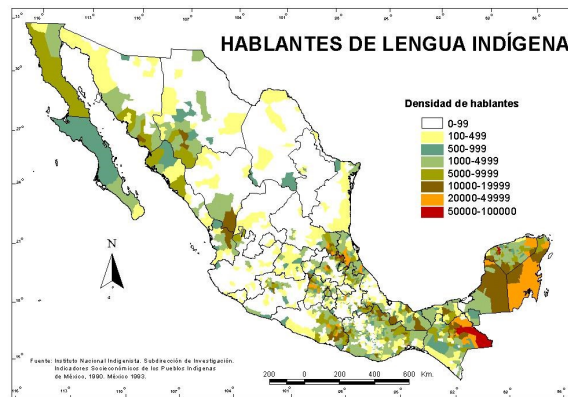
While I was on farms conducting the surveys this summer, I found that there were some people who didn't seem to understand me that well, no matter how articulately I tried to speak. Now I know that my Spanish isn't perfect, but I didn't think it was that bad! However, after speaking to Libby about this, she reminded me that there are some areas of Central and South America where people learn indigenous languages growing up and speak Spanish as a second language.

In Mexico there are a significant number of indigenous languages scattered across the country that some populations still speak. The most common indigenous languages are Nahuatl, Mixtec, and Yucatec Maya. However, there are more than 60 other recognized indigenous languages that are still spoken and several more that are

either extinct or going extinct. In fact, there isn't even an official language recognized by the Mexican government. Although Spanish is the most commonly spoken language, the government did not declare it as the official language to allow legislation to be drafted and translated in indigenous languages. Many of these languages come from the Mayan and Aztec civilizations, which fall more towards southern Mexico and into parts of Guatemala. Since the early 1900's, legislation and laws have been drafted and some schools are now bi-lingual in order to try and preserve these indigenous languages and cultures.

So if you find that you're having a hard time communicating in Spanish with an employee, remember that it could be their second language too!

Source: <http://c-t-s-y-v-ii.webnode.mx/news/lenguas-indigenas/>



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Check out our website!

www.nwnyteam.org



Stay tuned for the next issue of The Dairy Culture Coach in December! 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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