



THE DAIRY CULTURE COACH

Helping You Manage Your Multicultural Team for Success

Farm Worker Survey Summary

The future of the dairy industry in New York State relies in part on the availability of a stable workforce. While it's common knowledge that Hispanic immigrants make up a large portion of the current dairy workforce, quantifying and qualifying that workforce is difficult.

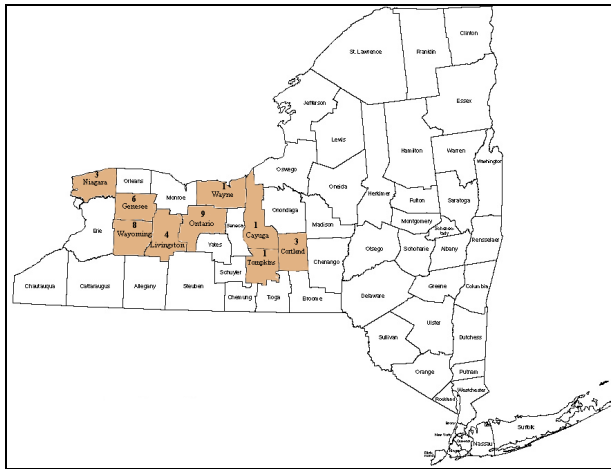
Together with Tom Maloney, Senior Extension Associate at Cornell University, we developed two surveys to help inform the discussion on dairy farm labor. One survey was for

farm managers who employ Hispanic dairy workers, and the second was for Hispanic dairy workers. The surveys were designed to be compared with similar surveys completed in 2005 and 2009.

Two hundred and five surveys of dairy farm workers were conducted on thirty-six New York dairy farms. These farms range in size from 200 to 2,650 cows.

Almost 2/3 of the farms had 1,000 cows or more. The farms included were in Cayuga, Cortland, Genesee, Livingston, Niagara, Ontario, Tompkins, Wayne and Wyoming Counties.

We conducted surveys via personal interviews of workers and employers



on the farms. Brooke Ryan, one of the NWNY Team's interns, conducted the majority of these interviews. Brooke is a senior at

Cornell University studying Spanish and Dairy Science.

One notable preliminary result from the employer survey showed that for 69.4% of the farms surveyed, Hispanic workers constitute 50-100% of the total farm workforce. (See figure 4) This is a much greater percentage than we expected. (Continued on page 2).

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Food Vocabulary

Café— Coffee

Desayuno – Breakfast

Almuerzo/Lonche—
Lunch

Cena— Dinner

Refracción— Snack (Gt.)

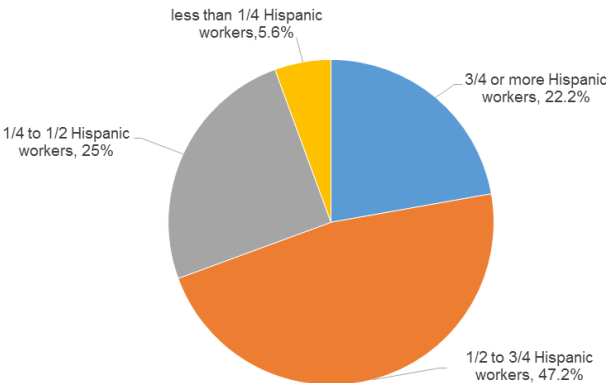
Merienda—Snack (Mx.)

Delicioso—Delicious

Buen Provecho—Enjoy
your meal!



Figure 4: Farm Workforce Composition
N=36 farms



of education. More than half (55.6%) report that they do not speak English well, while 37.6% say they speak some English. The average number of years working in the U.S. is 12.5. The majority (60%) have worked for one or two employers, while 28.8% have worked for three to five employers.

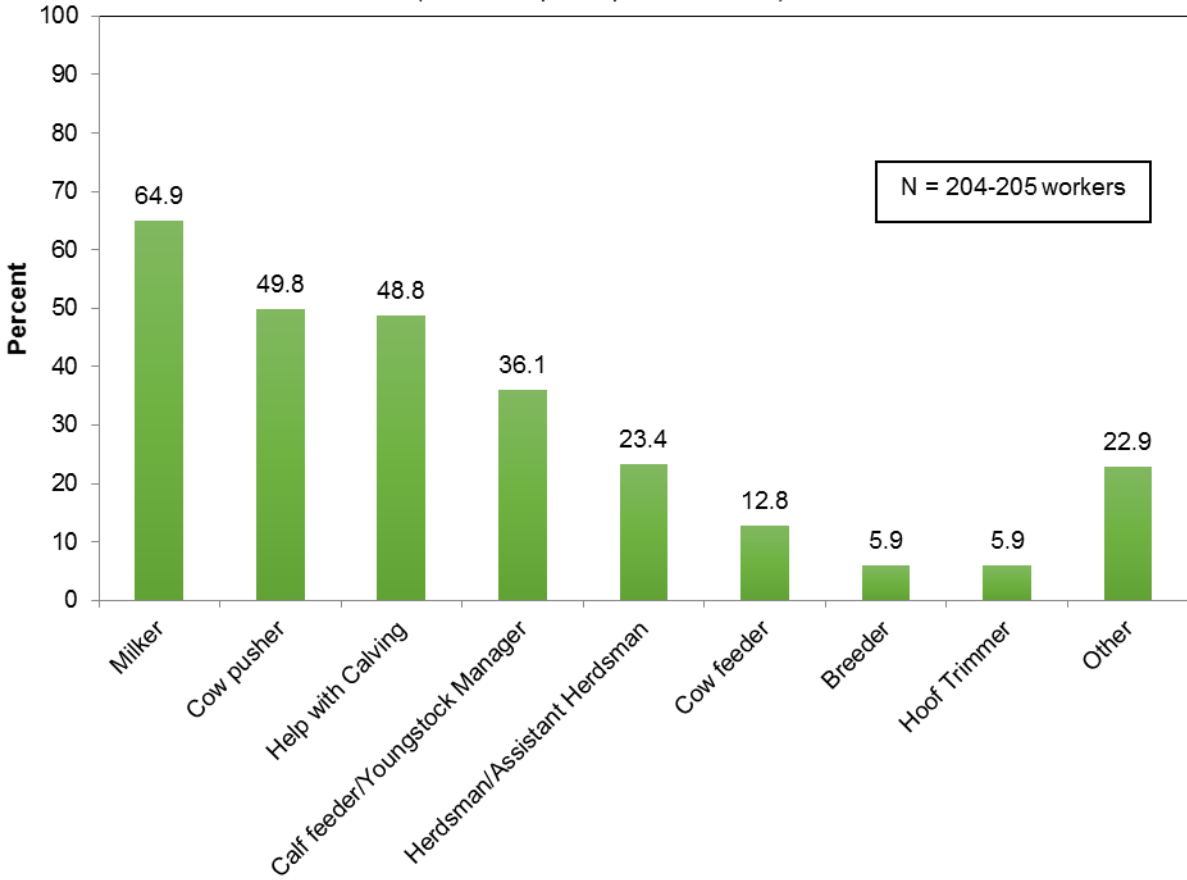
Two-thirds of employees (60.5%) plan to work here for a time and then eventually return to their home country, while two out of five (39.5%) said they would like to stay in the U.S. long term. Two-thirds have a spouse in their home country.

Here’s an overview of Hispanic worker

demographics: The average age of Hispanic workers on these farms is 30 years old. Far fewer workers (16.6%) are between 16-21 years of age compared to the 2005 report where 39% were in this age group. The majority (95.6%) is male, though the number of female workers has doubled since 2005 (up to 4.4% female). Most (80%) come from Mexico, with the remainder coming from Guatemala. Of those from Mexico, half come from the states of Oaxaca and Veracruz. One out of two (52%) have completed between 9-12 years

The majority of Hispanic employees work 12 hours a day (58.8%), and 6 days a week (88.8%). Most (64.9%) milk cows, but nearly half push cows and help with calvings (49%). Employees report performing many other job duties as well. (See Figure 15)

Figure 15: Job Activities Performed as Reported by Workers
(Note: Multiple responses allowed)





On average, employers report a *starting* hourly wage for milkers as \$9.34/hour. The *highest* hourly pay rate for milkers was \$11.05. (See Table 8) The average hourly wage for the highest paid Hispanic employee in any

We asked both employers and employees about the benefits that workers receive. Nearly 80% receive employer-paid housing and utilities. Roughly 1/3 receive free beef and transportation from employers. More than

Table 8: Quartiles of Hourly Wage Earned for Milk-ers as Reported by Employers

N=36 farms

	Starting Hourly Wage	Highest Hourly Wage
1st Quartile	\$9.00	\$9.00-\$9.99
2nd Quartile	\$9.01-\$9.24	\$10.00-\$10.49
3rd Quartile	\$9.25-\$9.49	\$10.50-\$11.74
4th Quartile	\$9.50-\$11.00	\$11.75-\$15.75
Mean	\$9.34	\$11.05
Standard Deviation	\$0.44	\$1.44

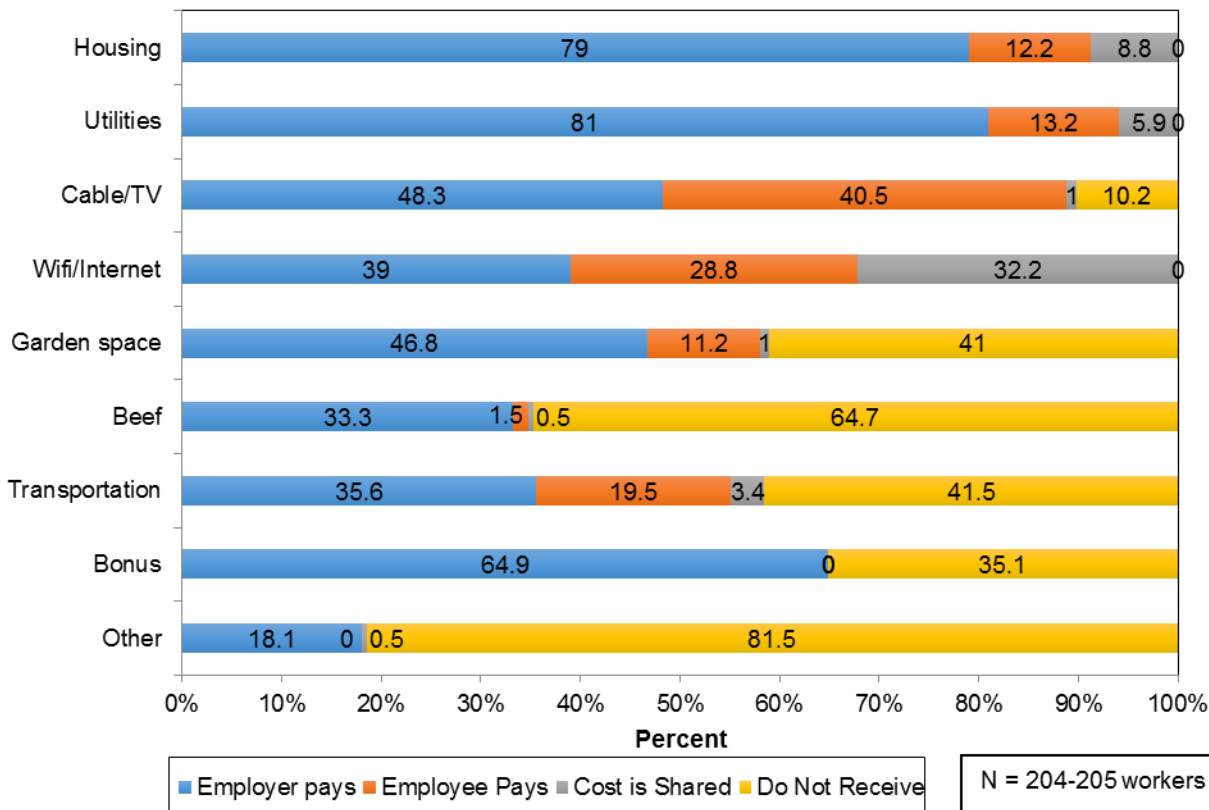
four out of five employers also offer cable TV, internet, garden space, and a bonus program. Many employees report receiving paid vacation as well. (See Figure 17)

While many of the results confirmed what we have observed on dairy farms in the area over the last few years, it is certainly interesting to see the data by the numbers. In conclusion, Hispanic employees make up a substantial part of our dairy workforce, and are extremely valuable to the

position on the farm was \$12.94.

farms that employ them. It's clear from the survey results that farm owners recognize this by the total

Figure 17: Extra Benefits Provided to Worker (Worker Reported)



compensation package they offer to workers. Since the Hispanic dairy worker population is older, has been here for longer, and 60% plans to return to their home country, we need to consider how we can better attract and retain a sustainable workforce.

As we continue working with the data from these surveys, we hope to provide further insight to farm owners. If you are interested in being notified when we post the final report, please email me at geg24@cornell.edu.



New Farm Worker Handbook



NYCAMH has published a new Farm Worker Handbook titled “Safe at Work, Safe at Home” in English and Spanish. While the handbook is geared towards field workers, there are many pages that apply to dairy workers as well. The page I’ve inserted here has some tips on keeping worker housing clean and free of pests, including open communication with the boss. Other topics covered in the handbook include fire safety (how provide directions to a 911 dispatcher and how to use a fire extinguisher), safe lifting and carrying, sharp tool safety (think hoof knives and jack knives), heat/sun protection, personal hygiene (including handwashing and throwing toilet paper into the toilet).

The handbook and other bilingual materials are available for free download here: <http://www.nycamh.org/resources/farmworker-ed/>.

Nuevo Manual para Trabajadores Agrícolas

NYCAMH ha publicado un nuevo manual para trabajadores agrícolas titulado “Trabajo Sano, Vida Sana” en inglés y español. Aunque el manual está hecho para trabajadores del campo, hay muchas páginas que aplican a los que trabajan en ranchos lecheros también. La página que miren aquí tiene consejos para mantener limpia y libre de plagas la vivienda del trabajador, incluyendo mantener comunicación abierto con el patrón. Otras temas en el manual incluyen seguridad en los incendios (incluso como dar direcciones al despachador de 911 y como usar un extinguidor de fuegos), levantando peso con seguridad, seguridad con herramientas afiladas (como las navajas de cortar pezuñas de vacas), calor y protección solar, higiene personal (incluyendo como lavar las manos y tirar el papel higiénico en la taza del inodoro). El manual y otros materiales bilingües están disponibles para descargar gratis aquí: <http://www.nycamh.org/resources/farmworker-ed/>.





GCC Offering Two New Spanish Classes in Spring



THE BEST CENTER
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Improve your communication skills with employees and customers. In this interactive class you will learn proper terminology, body language, and strategies to provide quality service to your customers or improved productivity from employees. Topics may include but not limited to: machinery, crops, animal care, animal body parts, cultural understanding, communicating with veterinarians, facility terminology, technology, daily conversation, and emergency situations.

COURSE INFORMATION
Fee: \$226
BATAVIA CAMPUS
8 Sessions (16 Hours)
Thursdays, March 16 - May 11
6:00 pm - 8:00 pm
Room T122
Instructor: Jan Montano-Castillo

Enrollment is limited.
Sign up by March 9, 2017

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COURSE INFORMATION
Fee: \$226
BATAVIA CAMPUS
8 Sessions (16 Hours)
Thursdays, January 19 - March 9, 2017
6:00 pm - 8:00 pm
Room T122
Instructor: Jan Montano-Castillo

Enrollment is limited.
Sign up by January 12, 2017

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The GCC Batavia campus is offering two new Spanish classes this spring. While the Survival Spanish for Ag Professionals looks like the perfect class for dairy farmers and consultants, the business class could also be helpful for those just looking to get into a beginner's Spanish class.

Wednesday Webinars in Spanish

Dairy Cow Management

12:30-1:00pm

November 30th, 2016— Milk Production Basics

January 25, 2017: Calving management

February 22, 2017: Reproduction Management

March 29, 2017: Reproduction Management

April 26, 2017: Reproduction Management

These webinars will be presented entirely in Spanish. No registration needed. Just go to the website <http://prodairy.cals.cornell.edu/production-management/dairy-webinars/spanish-webinars> at the time of the webinar and click "Join Webinar". Recordings will be posted to the website afterwards.

Seminarios Web en Español

Manejo de Vacas Lecheras

12:30-1:00pm

30 de noviembre: Producción de Leche

25 de enero 2017: Manejo de Partos

22 de febrero: Manejo de Reproducción

29 de marzo: Manejo de Reproducción

26 de abril: Manejo de Reproducción

Van a presentar estos seminarios web completamente en Español. No hay que registrarse. Simplemente visite el sitio <http://prodairy.cals.cornell.edu/production-management/dairy-webinars/spanish-webinars> en la hora del seminario y haga clic sobre "Join Webinar". La grabación del seminario estará disponible en el sitio después.



New Version of Form I-9 Released

On November 14th the United States Customs and Immigration Services (USCIS) announced the publication of a new Form I-9, which is the form used to verify eligibility for employment. By **January 22, 2017**, all employers must use the new version, which is dated 11/14/2016.

Here are the changes to the form, as reported by USCIS:

- Section I asks for “other last names used” rather than “other names used,” and streamlines certification for certain foreign nationals.
- The addition of prompts to ensure information is entered correctly.
- The ability to enter multiple preparers and translators.
- A dedicated area for including additional information rather than having to add it in the margins.

- A supplemental page for the preparer/translator.

This new version is supposed to be easier than previous versions to complete from a computer. USCIS suggests that you download the PDF directly to your computer before filling it out electronically or before printing to fill out by hand. (Use the latest version of Adobe Reader).

The new form and instructions are available here:

<https://www.uscis.gov/i-9>.

To download the form from the Chrome web browser:

1. Click the link to the Form I-9 you wish to download.
2. Click the arrow that displays in the PDF file download box that will appear in the bottom left-hand corner.
3. Select “Show in folder” from the drop-down that appears.
4. Open the form that appears in your Download folder.

For best results, ensure that you use the most current version of the browser of your choice.

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

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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.