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Vocabulary: Feelings

I'm sad —estoy triste

I'm happy — estoy feliz

I'm worried—estoy preocupado

I'm excited — estoy emocionado

I'm stressed— estoy estresado

I'm pleased— estoy contento

I'm tired — estoy cansado

THE DAIRY CULTURE COACH

Helping You Manage Your Multicultural Team for Success

Understanding the Current Dairy Economy

Has your boss been super stressed out or grumpy lately? Were you hoping for a raise and didn't get one this year? You're not alone. Dairy farmers in New York and all across the world are struggling with low milk prices, which can have a real impact on day-to-day life on the farm for owners and employees alike. When the price of milk is low, it can be hard to make money and pay bills: two things that are essential when running a business like a dairy farm!

Who sets the price of milk?

Most dairy farms in New York sell milk to a cooperative. The cooperative then distributes the milk to processing facilities that it owns (as is the case with and Upstate Niagara), or sells it to other independent companies, who own and operate processing facilities (like Byrne Dairy or Sorrento). Other cooperatives like Dairy Farmers of America own some processing facilities and sell some milk to private companies like Chobani, and others.

The minimum price a cooperative or independent company must pay farms for the milk is based on a formula established by the Federal Milk Marketing Order (FMMO), which is controlled by the federal government. The FMMO determines the minimum price that processors are required pay farmers or

cooperatives for milk, and it depends on how all the milk in the order will be used (to sell as fluid milk, as a soft product like yogurt or sour cream, as a hard cheese, or as butter or dry products). The pay price is based upon recent market prices of dairy products. Processors or cooperatives can pay farmers an added market incentive and/or bonuses for quality, etc.

So what does this have to do with your boss's mood? The price of milk has been very low now for four consecutive years. It's normal for the price of milk to fluctuate, but the price cycles have gotten longer and more volatile in recent years. Milk is sold locally in New York State, but also between states, and even internationally. Mexico is actually the largest buyer of dairy exports from the US. The problem right now is that there is too much milk on an international level. There's more milk than there are processors to buy it. With time, the problem will fix itself. Some farmers will stop growing their farms, and others will go out of business. As the total amount of milk being produced decreases, the price will start to rise again.

How can you help?

While nobody can change the price of milk, farms do have some control over the total amount of money they are paid. If the

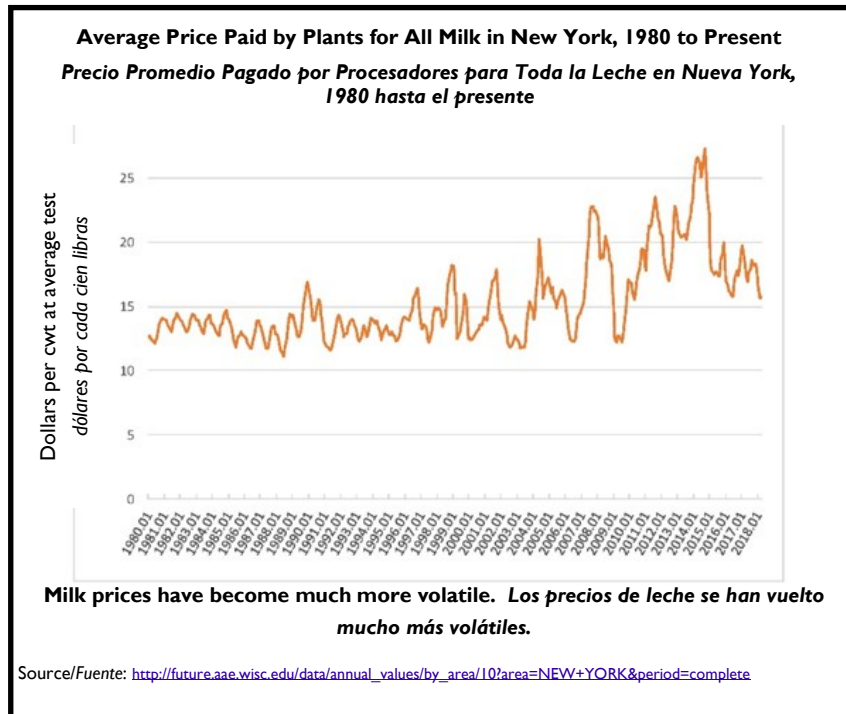
cows produce more milk, or there is more fat and protein in the milk, then the farm gets paid more. Most cooperatives also pay the farm more if the milk quality is better, meaning that the somatic cell and bacteria counts are lower. The best way to affect this is by making sure that cows are well cared for and comfortable. For example:

- Increase milk production-
 - Push up feed frequently and clean waterers so that cows eat and drink more
 - Keep stalls clean and get cows back from the parlor as soon as possible so they can rest
 - Turn on fans in hot weather to keep cows cool
 - Improve milk quality-
 - Thoroughly disinfect and clean teats before attaching the milking machine
 - Keep the parlor and stalls clean
 - Report cows with mastitis quickly

The other major way to improve the farm's finances is by reducing expenses.

- Conserve resources-
 - Don't let the water run, fix leaky pipes or faucets.
 - Turn off the lights when you leave a room. (Both at the farm and at home).
 - Don't let machinery run when you aren't using it.
 - Find the most efficient way to use your time at work. Time is money!

- Create less waste-
 - If you have an extra pair of new milking gloves in your pocket at the end of your shift, don't throw them out! Put them back in the box or save them until the next shift.
 - Make sure containers are empty before throwing them out (chemicals, medicines, etc.)
 - Use a scoop to measure the detergent you use to wash towels so you don't use more than you need. It may only be



worth pennies, but those pennies add up!

- In addition, let your boss know if you have suggestions that could help the farm save money.

Don't Despair

It's a hard time to own or work on a dairy farm. Eventually (and hopefully soon!) the milk price will recover. Until then, the best thing we can do is stay positive and focus on all the little things that we can control.

Cómo Entender la Situación Económica Actual de Granjas Lecheras



Últimamente ha sido de mal humor su patrón? ¿Estaba esperando un aumento que no le llegó este año? No está solo. Los ganaderos en Nueva York y en todo el mundo están luchando con precios de leche muy bajos, lo que puede tener un impacto real en la vida diaria para los patrones y los empleados. Cuando el precio de leche está bajo, puede ser difícil ganar dinero y pagar los gastos: ¡dos cosas que son esenciales para manejar un negocio como una granja lechera!

¿Quién decide el precio de leche?

La mayoría de fincas lecheras en Nueva York venden su leche a una cooperativa. La cooperativa distribuye la leche a una instalación de procesamiento (como Upstate Niagara), o la vende

a otra compañía independiente, que tiene sus propias instalaciones de procesamiento (como Byrne Dairy o Sorrento). Otras cooperativas como Dairy Farmers of America tienen algunas instalaciones de procesamiento propias y venden otra parte de la leche a compañías privadas, como Chobani y otros.

El precio mínimo que una cooperativa o compañía independiente tiene que pagar a los ranchos para leche es basado en un formulario establecido por el Orden Federal de Mercadeo de Leche (FMMO, por sus siglas en inglés), lo que es controlado por el gobierno federal. El FMMO determine el precio mínimo que los procesadores tienen que pagar a los ganaderos o cooperativas para leche, y depende en como se va a utilizar toda la leche en el orden (para vender como leche fluida, como un producto suave como yogur o crema, como un queso duro, o como mantequilla o productos secos). El precio pagado está basado en los precios recientes del mercadeo de productos lácteos. Procesadores o cooperativas pueden también pagar a los ganaderos un incentivo del mercado o bono de calidad de leche, etc.

¿Qué tiene que ver todo eso con el humor de su patrón?

El precio de leche ha sido muy bajo ahora para cuatro años seguidos. Es normal que el precio de leche fluctúa, pero los ciclos de precios se han vuelto más largos y más volátiles en los años recientes. Se vende leche localmente en Nueva York, pero también entre diferentes estados, y hasta globalmente. México es el comprador más grande de exportaciones de productos lácteos de los Estados Unidos. El problema es que ahorita hay demasiada leche al nivel internacional. Hay más leche que hay procesadores para comprarla. Con el tiempo, el problema se va a arreglar. Algunos ganaderos van a dejar de crecer sus ranchos, y otros van a vender sus ranchos. Mientras la cantidad total de leche producida baja, el precio empezará a subir otra vez.

¿Cómo Puede Ayudar Usted?

Mientras nadie puede cambiar el precio de leche, los ranchos tienen un poco de control sobre la cantidad total de dinero que reciben. Si las vacas producen más leche, o hay más grasa y proteína en la leche, el rancho recibe más pago. Muchas cooperativas también pagan más si la calidad de leche es mejor, lo que quiere decir que los conteos de células somáticas y bacterias son más bajos. La mejor manera de afectar eso es asegurarse de que las vacas están bien cuidadas y cómodas. Por ejemplo:

- Para aumentar la producción de leche-

- Empuje la comida con frecuencia y limpie los bebederos para que las vacas coman y beban más
- Mantenga las camas limpias y regrese las vacas de la parla tan pronto como sea posible para que puedan dormir
- Prenda los ventiladores en el tiempo de calor para mantener las vacas frescas
- Para mejorar la calidad de leche-
 - Desinfecte y limpie las tetas antes de conectar las máquinas de ordeñar
 - Mantenga limpias la parla y las camas
 - Avise sobre vacas con mastitis rápidamente

La otra manera de mejorar las fianzas del rancho es por reducir los gastos.

- Para conservar recursos-
 - No deje que el agua gotee, arregle pipas o chorros que gotean
 - Apague las luces al salir de un cuarto (tanto en el rancho como en su casa)
 - No deje arrancadas las máquinas cuando no los están utilizando
 - Busque la manera más eficiente para usar su tiempo en el trabajo. ¡El tiempo es dinero!
- Para crear menos desperdicios-
 - Si tiene un par de guantes de ordeña extra en su bolsillo al final de su turno, ¡no lo tire al basurero! Póngalo en la caja o guárdelo hasta su próximo turno.
 - Asegúrese de que los contenedores estén vacíos antes de tirarlos (químicos, medicinas, etc.)
 - Use un medidor para medir el detergente que usa para lavar toallas para no usar más que lo necesario. Puede que solamente vale centavos, ¡pero los centavos se aumentan!

También avísele a su patrón si tiene sugerencias que podría ayudar al rancho a ahorrar dinero.

No se desespere

Es un tiempo difícil para ser dueño de o trabajador en una granja lechera. Eventualmente (y ojalá que pronto) el precio de leche se recupera. Hasta entonces, lo mejor que podemos hacer es mantenernos positivos y enfocarnos en todas las cosas pequeñas que podemos controlar.

Time to Check Your W-4's

By Rich Stup, Agricultural Workforce Specialist, Cornell University

A question came up recently about tax withholding on employee paychecks and a significant change with the new tax law. As most employers and many employees know, Form W-4 "Employee's Withholding Allowance Certificate," is the federal tax form that tells employers how much tax to withhold from an employee's paycheck. It's one of the standard new employee forms, but employees can update it at any time to adjust withholding. In the past, employees sometimes claimed to have many dependents as a way to have less tax withheld from their paycheck, but that strategy might not work so well in the future.

First, a few important definitions are in order:

Dependents. These are the people that a taxpayer can claim "depend" on him or her for their living needs. This can be a spouse or other adult in some circumstances but most commonly includes minor children.

Exemptions. In tax lingo this is the amount that taxpayers can claim for themselves and dependents so that it won't be taxed. Exemptions are subtracted off of adjusted gross income before any tax is calculated.

Allowances. This is what the employee calculates and reports on Form W-4 in order to guide how much the employer withholds. The more allowances an employee claims, the less the employer withholds from the paycheck for taxes.

Tax credit. This is an amount that taxpayers can claim to reduce their tax owed, dollar for dollar, after taxes are calculated.

The new tax law passed in December 2017 has an important change. No longer will the number of dependents you have be a factor in the number of allowances you can claim on your W-4. Compare the 2017 W-4 to the 2018 W-4, note that the 2017 form asked for the number of dependents in line D of the personal allowances worksheet, the 2018 version omits that. This is because the Tax Cuts and Jobs Law passed in December 2017 phases out personal exemptions for the years

2018 through 2025. The new tax law increases the amount of child tax credits in order to offset the effect of eliminating personal exemptions. See here for a more thorough discussion of this issue.

So, what does all this mean? Let me illustrate with an example: An employee, in an effort to minimize tax withholding, claims a large number of allowances on his W-4, more than the worksheet would indicate. So, the employer doesn't withhold enough for taxes on paychecks throughout the year. At the end of the year, this employee does his tax return and gets a nasty surprise. He finds out that not only will he not get a refund, he actually owes additional tax. Why? Because he really doesn't have as many allowances as he claimed on W-4 and the child tax credit is only given for children with Social Security numbers and who are living in the U.S.

On a related topic, employers have asked if claiming too many allowances on Form W-4 is a government red flag. First, W-4 isn't normally sent to the government, the employer simply retains it and uses it to calculate withholding, although IRS can review it in an audit. There used to be a rule requiring employers to report any W-4's claiming 10 or more allowances but that rule has been scrapped.

I encourage employers and employees to discuss this and other tax issues with a qualified tax professional. For further reading, here's an article about doing a paycheck checkup.

Find more articles about workforce issues on Rich's website! <http://agworkforce.cals.cornell.edu/>

Farm Employee Compensation Survey!!

Agricultural producers can participate in the [Farm Employee Compensation Benchmark](#). Easily and confidentially report how you pay employees, then get a summary report back that lets you compare your compensation strategy to other farms.

Wednesday Webinars in Spanish

Dairy Cow Management

12:30-1:00 pm EST

June 13- Franco Francisco Leal Yepes- The Use of Antibiotics and Vaccines

Just go to the website <https://prodairy.cals.cornell.edu/webinars/spanish-webinars> at the time of the webinar and click "Join Webinar". Recordings will be posted to the website afterwards.

Manejo de Vacas Lecheras

12:30-1:00 pm EST

13 de junio- Franco Francisco Leal Yepes- El Uso de Antibióticos y Vacunas

Simplemente visite el sitio en la hora <https://prodairy.cals.cornell.edu/webinars/spanish-webinars> del seminario y haga clic sobre "Join Webinar". La grabación del seminario estará disponible en el sitio después.

The Most Costly Journey/ El Viaje Más Caro

The Most Costly Journey is an ethnographic cartooning project that tells the stories of Latino farmworkers on dairy farms in Vermont. Written in both English and Spanish, these stories open a window into lives bridging two countries.



<https://www.vermontfolklifecenter.org/elviajemascar-eng>

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Check out our website!

<https://nwnyteam.cce.cornell.edu>



Stay tuned for the next issue of *The Dairy Culture Coach* in September! To sign up, email Libby.

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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.