

THE DAIRY CULTURE COACH

Helping You Manage Your Multicultural Team for Success



Dairy Training Resources Guide

Employee training can be overwhelming. From keeping up with your milk cooperative's animal handling training requirements, to meeting OSHA safety training obligations, it can be challenging to stay in compliance with employee training requirements. Not to mention providing ongoing educational training for employees who are taking on new responsibilities, like breeding cows or feeding calves! Often one of the stumbling blocks is finding materials to use during training sessions.

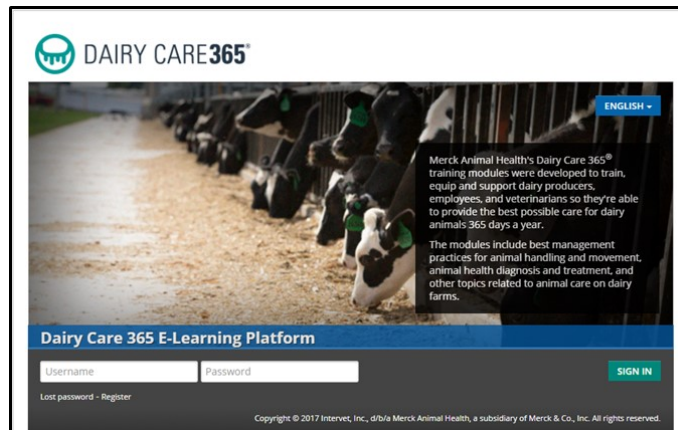
Over the past year, I've been compiling a list of training resources that are easily accessible for farm managers. These resources include online videos, articles, fact sheets, posters, booklets, comic books, webinars, and more. The topics covered so far are:

- Safety
- Animal Handling
- Calf Care
- Milk Quality
- Calving Assistance
- Reproduction
- Herd Health
- Lameness/Hoof Trimming
- Forages/Feeding

- Creating Human Resource Management Documents
- Employee Housing
- Learning Spanish/English

The document is now available on our website at <https://nwnyteam.cce.cornell.edu/submission.php?id=735&crumb=bilingual|13>.

I plan to keep updating this guide as I become aware of new resources. Please reach out to me if you know of a resource I should include in the guide, if there is a problem with a link, or if you're looking for training materials on another topic. Thank you! Contact Libby at geg24@cornell.edu or 607-793-4847.



Caption: Dairy Care365 is just one of many free online resources you can use to provide training for your employees.

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Vocabulary: Sick Cows

- Stethoscope — el estetoscopio
- Thermometer—el termómetro
- Syringe—la jeringa
- Needle—la aguja
- To listen — escuchar
- To observe— observar
- To treat— curar
- To inject — inyectar

Fresh Cow Evaluation

Normal

Problem

- Alert, looks healthy

Appearance

- Dazed, lazy

- 101.5° F—102.5° F

Temperature

- Under 101° F
- Over 103° F

- 2-3 contractions per minute

Rumen Health

- Fewer contractions - one per minute or less

- Negative test

Ketosis

- Positive test

- The pupil responds to changes in light from dark to illuminated

Eyes

- The pupil stays dilated during changes in light from dark to illuminated

Gently pinch a “tent” of skin

- It should return to normal in less than 1-2 seconds

Dehydration

Gently pinch a “tent” of skin

- Cow is dehydrated if it takes too long for skin to return to normal

- No retained placenta
- No abnormal smell or discharge

Metritis

- Retained placenta
- Smells or has an abnormal discharge

Evaluación de las vacas frescas

Normal

Problema

- Alerta, lúcida

Apariencia

- Atolondrada, perezosa

- 101.5° F—102.5° F

Temperatura

- Menos que 101° F
- Más que 103° F

- 2-3 contracciones cada minuto

Salud del estómago rumen

- Menos contracciones- una cada minuto o menos

- Prueba negativa

Cetosis

- Prueba positiva

- La pupila responde a los cambios de luz de oscuro a iluminado

Los ojos

- La pupila queda ancha durante los cambios de luz de oscuro a iluminado

Jale suavemente una doblez de piel

- Debe regresar a lo normal en menos que 1 a 2 segundos

Deshidratación

Jale suavemente una doblez de piel

- Hay problema si no regresa en menos que 2 segundos

- Si expulse la placenta
- Sin olores y descargas anormales

Metritis

- Si retiene la placenta
- Si huele mal o si tiene una descarga anormal

Hispanic Employee Wage Survey

Are you curious to know how other farms compensate Hispanic employees? As a veterinarian, my primary role is to help prevent illness while optimizing herd production. A large piece of that process is ensuring that qualified employees are following carefully designed protocols. A common question I receive while doing herd work and Hispanic labor training is, "How much are farms paying employees? How are they being compensated?"

As such, this survey is designed to better understand how farms are compensating Hispanic employees. All data will be included anonymously. Farms who include their names on the survey will have data included anonymously and will receive a personalized cover sheet. The goal of this survey is to identify opportunities for compensation strategies, such as including benefits like rent and utilities, at a time when milk price has become unpredictable. To participate in the survey, please contact me at Attica Veterinary Associates (585-591-2660) or email DrSusanDVM@gmail.com. The survey will close October 1.

Thank you! -Dr. Susan Greenbaum

Webinars on Worker Housing Concerns



A variety of webinars on Integrated Pest Management are available on the Stop Pests website. Of interest to our audience are a pair on keeping housing free of pests such as **cockroaches**, **bedbugs**, and **rodents**.

All the webinars are available for viewing here:

<http://www.stoppests.org/ipm-training/training-opportunities/stoppests-webinars/>

The Ag Workforce Journal

The Ag Workforce Journal provides news, updates, and other helpful information for the agricultural industry. Subscribe to get news delivered to your inbox: <http://agworkforce.cals.cornell.edu/the-ag-workforce-journal/>

Rich Stup, Cornell University, regularly posts on issues such as compliance, leadership, management and workforce trends.

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

Serving Genesee, Livingston, Monroe, Niagara, Orleans, Ontario, Seneca, Wayne, Wyoming and Yates Counties.

Check out our website!

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



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

Newsletter Editor: Libby Eiholzer

Phone: 607-793-4847

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.