

# THE DAIRY CULTURE COACH

*Helping You Manage Your Multicultural Team for Success*



## Learning Spanish for Dairy Farmers

**D**airy farmers are always asking me for ways to learn more Spanish. Luckily, new resources are developed all the time. Many are available online, and often low-cost or free. I've curated a list of resources for you to use in your quest for improved Spanish competency. Whether your goal is to polish your grammar, or start learning from scratch, you'll find something here to help you learn Spanish.

**Podcasts**— If you spend a lot of time in the car or doing work that can accommodate earbuds, subscribe to a few of these and make it habit to listen daily or weekly.

**SpanishPod101:** <https://www.spanishpod101.com/>

Lessons for beginners up to advanced learners, taught by native speakers from around the world. You can choose lessons with Mexican or Central American teachers to help you learn the accent and vocabulary of the people you work with.

**Coffee Break Spanish:** <https://radiolingua.com/category/coffee-break-spanish/>

This podcast is meant for beginners and intermediates. The conversational style of learning allows you to repeat phrases, and each 15-ish minute episode is based on a different vocabulary theme.

**Duolingo Podcast:** <https://podcast.duolingo.com/>

If you already understand some Spanish, this podcast is a great way to improve your comprehension and vocabulary. Each week, there's a fun new story in easy-to-understand Spanish. Both Spanish and English narrators help you keep up with the story.

**Radio Ambulante:** <http://radioambulante.org/en/>

This is a great podcast for more advanced speakers, that tells "Latin American stories from anywhere Spanish is spoken." It's similar to NPR's "This American Life" and conveys intriguing and thought-provoking stories.

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### Vocabulary: Christmas

Merry Christmas — Feliz Navidad

Happy New Year— Prospero Año Nuevo

Christmas Eve— Nochebuena

Christmas Day—Día de Navidad

New Year's Eve — Nochevieja

New Year's Day— Día de Año Nuevo

**Latino USA:** <https://latinousa.org/>

Though primarily in English, this podcast tells stories of Latino people in America. You'll learn about current events, culture, and more, and will even learn some Spanish vocabulary along the way.

**Apps–** With a smartphone at your fingertips you can take learning out of the classroom and make progress any time you have 5 minutes to spare.

**Duolingo App:** <https://www.duolingo.com/>

This easy-to-use language learning app teaches you through reading, listening, typing and speaking. It's similar to Rosetta Stone in that it is not dairy-focused, but is a great way to learn basic Spanish at your own pace. Various features make it a fun way to learn.

**Memrise:** <https://www.memrise.com/>

Focused primarily on learning words and phrases through memorization.

**Online Classes–** These can be expensive, but they are convenient for those that want a regular class to keep them accountable and a teacher to provide individual feedback.

**Colorado State–** <https://www.online.colostate.edu/courses/LGGB/LGGB2002.dot>

A new course series called “Spanish for Animal Health & Care Fields” was launched last fall, with the second level being offered this spring. Learn more about the initiative [here](#).

**Dairy Girl Network:** <https://dairygirlnetwork.com/2018/12/18/now-enrolling-for-dgns-first-intro-to-spanish-course/>

This Spanish class is tailored to dairy and open to DGN members, Registration for “Spanish On La Granja” ends on Jan. 4th, 2019.

**Printed Materials–** If you mostly need to learn vocabulary to use on the farm, bookmark or print some of these resources to study and use for reference. Great for sharing with your Spanish-speaking employees as well.

**University of Minnesota:** <https://cardi.cals.cornell.edu/sites/cardi.cals.cornell.edu/files/shared/CreatingPositiveWorkplaces-AGuidebookforDairyProducers%20November%202017.pdf>

The Dairy Farmers' Pocket Spanish Dictionary is organized by farm topic and has both words and common phrases for dairy farm tasks. It's included in “Creating Positive Workplaces” on page 106.

**University of Wisconsin:** <https://fyi.uwex.edu/dairy/files/2015/01/Bilingual-Dairy-Workers-Flashcards.pdf>

The Bilingual Dairy Workers Flashcards include photos and English/Spanish words and phrases that are commonly used on dairy farms.

## Cornell Pro-Dairy: Learning Opportunities in 2019

### Reproductive Management Online Course in Spanish

For dairy business on-farm personnel (owner or employee) seeking to increase their knowledge of dairy reproductive management.

Topics include: Anatomy and Physiology, Synchronization Protocols, Breeding Strategies, A.I. Techniques, Monitoring Reproductive Programs, and Heifer Reproduction Management.

**Sign up ends on January 8, 2019!** [Registration in English.](#)

### Curso en línea de gerencia reproductiva en español

*Para personal en el negocio lechero (dueño o empleado) buscando aumentar su conocimiento de gerencia reproductiva de vacas.*

*Temas incluyen: Anatomía y fisiología, Protocolos de sincronización, Estrategias de reproducción, Técnicas de I.A. (inseminación artificial), Monitoreando programas reproductivos, y Gerencia reproductiva de becerras.*

**Registración termina el 8 de enero del 2019.** [Registración en Español.](#)

### Wednesday Webinars (in Spanish)

#### Dairy Cow Management

These webinars will be presented entirely in Spanish. No registration needed. Recordings will be posted to the website afterwards. Webinars are held from 12:30pm to 1:00pm. [Click to watch.](#)

January 30, 2019— The movement of cows to and from the parlor- Dr. Paula Ospina, DVM, Cornell University

February 27, 2019 - Proper Semen Handling— Javier Cheang, Regional Consultant, Genex

April 24, 2019—Basics of TMR Feeding— Fernando Soberon, PhD, Trouw Nutrition USA

### Seminarios Web en Español- Días Miércoles

#### Manejo de Vacas Lecheras

*Van a presentar estos seminarios web completamente en español. No hay que registrarse. La grabación del seminario estará disponible en el sitio después. Los seminarios web son a los 12:30pm- 1:00pm. [Haga clic para ver.](#)*

*30 de enero del 2019—El movimiento de vacas hacia y desde la parla—Dra. Paula Ospina, DVM, Cornell University*

*27 de febrero del 2019—El manejo correcto del semen—Javier Cheang, Consultante Regional, Genex*

*24 de abril del 2019—Los básicos de alimentación de la RTM— Fernando Soberon, PhD, Trouw Nutrition USA*

***Join us for the...***  
**2019 Becker Forum**

***Farm Labor: Planning  
for the Future***

**Washington Update: What Can  
We Expect From the New  
Congress and the  
Administration?**

Attorney Lynn Jacquez, CJ Lake LLC,  
Washington DC

**Sexual Harassment Prevention,  
What You Must Know and Do as  
an Employer**

Attorney Michael Sciotti, Barclay Damon  
Law Firm, Syracuse, NY

**January 14, 2019, 8:30 AM to 5:00 PM**  
**Holiday Inn, Liverpool, NY at Exit 37**

Registration fee is \$95 for the first person and  
\$85 for additional registrants from the same  
organization until January 5, 2019.  
After January 5, registration is \$120/person.

For a complete agenda and to register:  
**<http://nysvga.org/expo/information/>**  
-or-  
email: [nysvegetablegrowers@gmail.com](mailto:nysvegetablegrowers@gmail.com)

**Cornell Cooperative Extension**  
Agricultural Workforce Development

OTHER KEY TOPICS:

- Best Practices for Managing Employer-provided Housing
- New York State Labor and Health Updates and Discussion
- Non-traditional Uses of the H-2A Program
- Immigration Enforcement Trends and Worksite Issues
- Role of the State Monitor Advocate and Services for Finding Local Workers
- Financing Farm Worker Housing





# Ag Workforce Development Council's *Labor Road Show II*

If you have employees, then you need to be at the New York Labor Road Show II. Experts from farms, private industry and the university will focus on critical topics that affect all farm employers including: employee housing, onboarding, sexual harassment prevention, employee engagement, safety, wage and hour laws, and worker care.

## Featured Speaker: Attorney Michael Sciotti

Mike's practice includes jury trials, investigations, labor audits, supervisory and employee training and claims under federal and state labor laws. He is a frequent speaker and author of articles regarding labor and employment issues. Mike is admitted to practice in New York and the District of Columbia. He is a member of the New York State Bar Association's Labor Law Section: Equal Opportunity Law as well as the Committee on Legislation.

## Featured Topics:

- Better Farm-Provided Employee Housing Management and Compliance
- Onboarding New Employees
- Sexual Harassment Prevention Policies and Training for NY Employers
- Everyone Needs a Voice: Building Great Employee Relations
- Dairy Safety and Compliance Update
- Fruit & Vegetable Safety and Compliance Update
- Federal and State Wage and Hour Laws
- Worker Care: Let's Get Ahead of Our Customers and Regulators

## Ag Workforce Development Council Member Organizations

NEDPA, Cornell Cooperative Extension, Cayuga Marketing, AgriMark, Upstate Niagara, New York Farm Bureau, New York Vegetable Growers Association, New York Animal Ag Coalition, Agri-Placement Services, New York Horticultural Society, Dairy Farmers of America, Farm Credit East

Jan. 28, 2019  
Livingood's Restaurant  
697 Bear Swamp Rd  
Peru, NY

Jan. 29, 2019  
CCE Saratoga County  
50 West High St., Ballston Spa,  
NY

Jan. 30, 2019  
NYS Fairgrounds Art & Home  
Center Building  
581 State Fair Blvd.  
Syracuse, NY

Jan. 31, 2019  
CCE Ontario County  
480 North Main Street  
Canandaigua, NY

Each day: 9:00AM—4:00PM

Cost: \$55 per person at the door



[Click Here to Register](#)

Or call:

315-433-0100, ext. 5595

[Agworkforce.cals.cornell.edu](http://Agworkforce.cals.cornell.edu)

## Minimum Wage Annual Adjustment

By Richard Stup, Cornell University

Attention employers, it's time to get ready for the annual increase to the New York minimum wage. The state's minimum wage law passed back in 2016 provides for annual increases that become effective at the end of each year. New York City wages are highest but we don't have many farm employers there. Long Island and Westchester minimum wage goes to \$13.00 on December 31, 2018 and the "remainder of New York" minimum wage increases to \$11.10 on the same date. **Make sure you update your payrolls at the end of this month to reflect the change in pay beginning January 1, 2019.** Details can be found at New York state's minimum wage website.

Also remember to update your mandatory state minimum wage poster. You can find a copy at the same state website. Right now the old version for 2018 is still up so we need to wait a few more weeks until the new version is posted.



## 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](https://nwnyteam.cce.cornell.edu)



Stay tuned for the next issue of *The Dairy Culture Coach* in March! 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.