



**College of Agriculture and Life Sciences
Cornell University**

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Labor Roadshow V offered by New York's Ag Workforce Development Council

Ag Workforce Development Council is hosting **Labor Roadshow V** as a virtual event. A series of six two-hour webinars will be held online through Zoom at noon on November 22 and 23, and December 2, 3, 9 and 10. Cost is \$55 per person to attend all six webinars and receive links to the webinar recordings and roadshow materials. Register at tinyurl.com/LaborRoadshowV.

New York Labor Road Show V is an opportunity to learn about regulation changes and how to best position your business for compliance and success. Several important changes to state regulations occurred in 2021 that farm employers need to understand, and better employee management is the key to farm success during and after our current farm labor crisis.

Labor Roadshow V topics include: worker's compensation, employee handbooks, labor cost trends and management strategies, COVID issues for farm employers, NY farm labor law compliance, preventing turnover, employee housing management, employee wellness programs, NY farm unions and immigration enforcement, H-2A for beginners, and understanding NYS paid sick and family leave.

NOV 22, 2021 | Noon to 2:00 PM EST

Worker's compensation: *How does it work from employer and employee perspectives?*

- Henry Talmadge, New York Farm Bureau Safety Group
- Jan Klodowski, Dairy Farmers of America

Employee handbooks: *Getting your handbook in place and in compliance while making it a useful tool to communicate expectations to employees*

- Richard Stup, Cornell Agricultural Workforce Development

NOV 23, 2021 | Noon to 2:00 PM EST

Labor cost trends, efficiency, and management strategies: *How dairy farm labor costs and efficiencies are changing over time and management actions that producers can take to minimize impact of rising labor costs more effectively*



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- Jason Karszes, Cornell CALS PRO-DAIRY
- Greg McConnell, Farm Credit East

COVID issues for farm employers: *Understanding the NY HERO Act and employer requirements and strategies to encourage or require vaccinations*

- Michael Sciotti, Attorney, Barclay Damon LLP

DEC 2, 2021 | Noon to 2:00 PM EST

NY farm labor law compliance: *A review of current New York regulations covering minimum wage, overtime, day-of-rest, and COVID sick leave pay*

- Melissa Buckley, NYS Department of Labor

Preventing turnover: *Real perspectives from active farm managers about what causes employees to leave and how to prevent it*

- Bob Milligan, Cornell University Professor Emeritus and Dairy Strategies, LLC
- Panel of managers and employees including: Meghan Hauser, Table Rock Farm, Garrett Miller, Oakwood Dairy, and Bob Ceglowski, Rupert Veterinary Clinic

DEC 3, 2021 | Noon to 2:00 PM EST

Employee housing management: *Producer strategies to manage employee housing, enhance housing culture, create new housing solutions, comply with H-2A requirements, and finance employee housing*

- Panel of farm managers including: Bill and Corinne Banker, Blue Hill Farms, Jeremy Bergen, Bergen Farms, and Lisa Neal, Merrel Dairy
- Financiers: Mike Haycook, Farm Credit East, and an update from NYS Department of Agriculture and Markets

Employee wellness programs: *Why are these programs emerging and how can producers make them positive for their farm and for the industry?*

- Panel of farm managers and industry experts including Jaime Padilla, Fair Trade USA, David Darr, Dairy Farmers of America, and Nicole Ayache, National Milk Producers Federation-FARM (invited).

DEC 9, 2021 | Noon to 2:00 PM EST

NY farm unions and immigration enforcement: *Review and update of employer responsibilities related to farm union organizing and negotiation*

- John Wirenius, Chair of the NY Public Employment Relations Board
- Chris Schulte, Attorney, Smith, Gambrell Russell LLP
- Hosted by Alyssa Keally, Northeast Dairy Producers Association

Middle managers' role in creating a great place to work: *How middle managers influence the*



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engagement of frontline employees and help keep the business in compliance with workplace laws

- Chris Schulte, Attorney, Smith, Gambrell Russell LLP
- Panel of farm middle managers

DEC 10, 2021 | Noon to 2:00 PM EST

H-2A for beginners: *An introduction to the federal temporary guest worker program for agriculture (H-2A), and the experiences of farm employers who recently started using the program*

- Mark Martens, Agri Placements International Inc.
- Farm panel of success stories: Maureen Torrey, Torrey Farms, John Mueller, Willow Bend Farm, David Fisher, Mapleview Dairy

Understanding NY paid sick leave and paid family leave: *Requirements and strategies for compliance and to make this a positive benefit for employees*

- Richard Stup, Cornell Agricultural Workforce Development

Ag Workforce Development Council member organizations include: NEDPA, Cornell Cooperative Extension, Cornell Agricultural Workforce Development, 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, Gray & Oscar LLC.

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