



A partnership between Cornell University and CCE Associations in these nine counties: Genesee, Livingston, Monroe, Niagara, Ontario, Orleans, Seneca, Wayne and Wyoming.

Winter 2022 Volume 1 Issue 2



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THE DAIRY CULTURE COACH

Helping You Manage Your Multicultural Team for Success

New Agricultural Overtime Rules

After nearly three years and 14 public meetings and hearings of the wage board, the process to change overtime laws for agricultural employees concluded on September 30th, 2022. The efforts by many of you and your employees to voice your opinions about the effect of these changes was truly impressive.

Where does the law stand? The Commissioner of Labor ordered the acceptance of the Fair Laborers Wage Board report, which moved to the NY State DOL to write into state regulation.

When does the overtime threshold reduce? Each drop in overtime threshold takes place on January 1st, with the first reduction taking place in 2024. So, until January 1st, 2024, there will be no change to the overtime threshold. This will allow farm employers some time to plan for implementing any needed changes to personnel and scheduling.

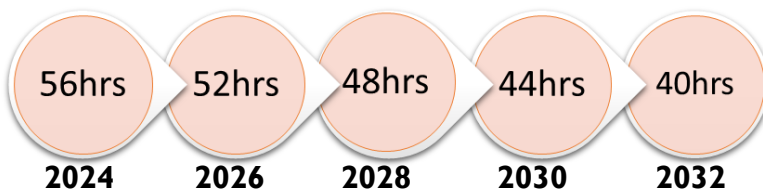


Figure 1. Schematic of reduction in overtime threshold for agricultural laborers in NY State.

Who qualifies for overtime pay? Employers are required to pay 1.5 times base hourly pay to certain groups of employees for the hours worked above the overtime threshold. This applies to employees who qualify as “farm laborers”. Some groups of employees that might be exempt include some family employees and employees who have executive, professional or administrative status. For more information on this topic, view this [presentation](#) from Dr. Richard Stup.

What does the tax credit involve? NY state passed a tax credit to cover the overtime paid by agricultural employees up to 60 hours. Currently the credit is active, but it will only apply starting in 2024 when the overtime threshold drops to 56 hours. At that point, you will be able to apply for credit for the premium paid on the overtime hours worked. For example, if an employee works 60 hours and the threshold is 56, you can be reimbursed for those 4 hours. If they are paid \$15/hour base, overtime at 1.5x is \$22.50, and the difference of \$7.50/hr is eligible for reimbursement. No reimbursements will be made over 60 hours per week. Also, this credit is not dependent on farm income or tax liability. If the farm owes no tax in a given year, it is still eligible for reimbursement. To learn more about the specifics of the tax credit, see this [article](#) in the Ag Workforce Journal.

Vocabulary/Vocabulario

- Christmas — Navidad
- Snowman — Muñeco de nieve
- Celebrate — Celebrar
- Party — Fiesta
- Snow — La nieve
- Ice — El hielo
- To freeze — congelar
- Throw salt — Echar sal
- Slippery — resbaloso

Fun Ideas for a Multicultural Christmas on Your Farm



Since approximately 80% of citizens in Guatemala and Mexico are Christian, creating nativity scenes, or “Nacimiento”, is a special tradition in many households.

Ya que aproximadamente 80% de los Guatemaltecos y Mexicanos son Christianos, hacer el Nacimiento, o “Nativity Scene en Ingles”, es un tradicion especial en muchos hogares. Es comun en los Estados Unidos tambien.

Idea: Start a nativity scene in the break room/office and ask your employees to add to it!

We can all agree that food brings us all together, especially traditional food made during holidays. Tamales and fruit punch are both staples around Christmas time in Latin America. Other popular foods include apples, grapes, nuts, turkey and lechon, or roasted piglet. Here’s a picture of un lechon being cooked in the traditional Argentinian way by my father-in-law.

Todos podemos estar de acuerdo en que la comida nos une a todos, especialmente la comida tradicional hecha durante los festivales. Pavo y jamón son unos comidas tradicionales de Navidad en EEUU. Aquí hay una foto cocinando un lechón a la manera tradicional argentina por parte de mi suegro.

Idea: hold a potluck holiday meal to share everyone’s traditional foods. The farm could provide the lechón or turkey. Don’t have down-time for the whole crew to eat together? Do two shifts or if you can work short handed allow team mates to rotate in and out. Make sure owners and managers join in the potluck!



Traditional Christmas “Ponche” of Guatemala. republica.gv.



Have employees with kids? Do you have kids or grandkids? Try bringing Santa to the farm and inviting your employees to bring their kids in for a photo opp. Even if their kids are not in the USA, they can join on WhatsApp! I guarantee that some employees will be sending photos with Santa home to Mom!

Don’t know where to find Santa? I’m sure someone on crop crew would love to dress up in their off season :)

Reproductive Programs– The Whys and Some Tips

You mean that a cow needs to have a baby every year to make milk? This is common sense to us, but this question gets asked by NYS Fairgoers every year. And as anyone who works on a dairy knows, it isn't always easy to get cows pregnant efficiently.

So let's review what is going on during natural heat and during a synchronization program and why your job as part of the repro team is so important. Your veterinarian can work with you to make an ideal synchronization program on paper, but the management and implementation is up to the farm.

Physiology:

When a cow is in standing heat her estrogen is high and she is getting ready to ovulate within the next day. The egg is not immediately fertile when it's ovulated, it has to travel through the repro tract and after about 6 hours will be ready to be fertilized. It also doesn't survive long in the uterus, which is why it is important to inseminate cows *before* they ovulate so the sperm is waiting to fertilize the egg as soon as it is ready. The older an egg is when it is fertilized, the higher chance of "early embryonic death (EED)", which is when a fetus dies within the first month of pregnancy.

Why We Breed When We Do



This is why it's important to be observant when in the pens and communicate cows in heat immediately so that someone can schedule her to be bred that day. Your efforts can greatly improve the farm's repro program.

Synchronization Protocols:

Repro programs like "ovsynch" cause a cow to ovulate during

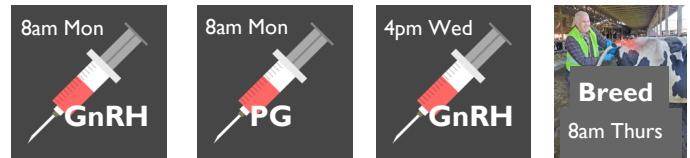
a specific window so we can manage when to inseminate her, even if she doesn't show a heat. There are many different programs, so it is important to know exactly what the program is on your dairy farm and stick to it! Here are some tips to get better results and explain the importance of the job you're doing:

? Which Hormone is Which?

PG brands: EstroPLAN, Estrumate, Lutalyse, Lutalyse HighCon

GnRH brands: GONAbreed, Fertagyl, Factrel

🕒 Timing is Essential!



In the example above, what happens if you're supposed to give GnRH at 4pm on Wednesday and you give it at 12pm instead? Those cows will ovulate early and by the time they're bred the egg will be older. What happens when older eggs are fertilized? Higher risk of being open or having early embryonic death.



Use the right needle

Most reproductive hormones are labeled to be given in the muscle (the only commonly used exception being Lutalyse highcon, which is also labeled to be given subcutaneously). Because cow's have thick skin, we must use a 1.5" needle to get into the muscle. All needles are labeled on the cap with the length, but if you're not sure, ask your manager!



Keep it cool, but not frozen

In general, GnRH products should be refrigerated and PG products can be kept on the shelf. However, if either one sits out in the sun in the summer or freezes in your apron in the winter they will not work. So pay attention to where you store the bottles and syringes when you're out in the pen injecting cows!

Programas de Reproducción– El por qué y algunos consejos

¿Quieres decir que una vaca necesita tener un bebé cada año para producir leche? Esto es de sentido común para nosotros, pero esta pregunta es hecha por los asistentes a la feria del estado de Nueva York cada año. Y como cualquiera que trabaje en una lechería sabe, no siempre es fácil preñar a las vacas de manera eficiente.

Así que revisemos lo que está sucediendo durante el calor natural y durante un programa de sincronización y *por qué* su trabajo como parte del equipo de reproducción es tan importante. Su veterinario puede trabajar con usted para hacer un programa de sincronización ideal en papel, pero el manejo y la implementación depende de la granja.

Fisiología: Cuando una vaca está en celo parado, su estrógeno es alto y se está preparando para ovular al día siguiente. El óvulo no es inmediatamente fértil cuando está ovulado, tiene que viajar a través del tracto de reproducción y después de aproximadamente 6 horas estará listo para ser fertilizado. Tampoco sobrevive mucho tiempo en el útero, por lo que es importante inseminar a las vacas *antes* de que ovulen para que los espermatozoides estén esperando para fertilizar el óvulo tan pronto como esté listo.

Cuanto más viejo es un óvulo cuando es fertilizado, mayor es la probabilidad de "muerte embrionaria temprana (EED)", que es cuando un feto muere temprano en la preñez. Es por eso que es importante ser observador cuando está en los corrales

Por que Insemina Cuando lo Hacemos



y comunicar las vacas en celo inmediatamente para que estará inseminada pronto. Sus esfuerzos pueden mejorar en gran medida el programa de reproducción de la granja.

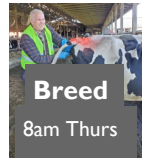
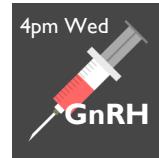
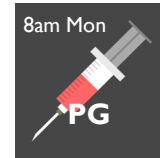
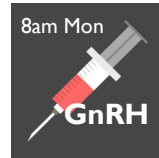
Protocolos de sincronización: Los programas de reproducción como "ovsynch" hacen que una vaca ovule durante una ventana específica para que podamos saber cuándo inseminarla, incluso si no muestra un celo. Es importante saber exactamente cuál es el programa en su granja lechera y seguirlo al pie de la letra.

¿Qué hormona es cuál?

Marcas PG: EstroPLAN, Estrumate, Lutalyse, Lutalyse HighCon

Marcas de GnRH: GONAbreed, Fertagyl, Factrel

¡El tiempo es esencial!



En el ejemplo anterior, ¿qué sucede si se supone que debe administrar GnRH a las 4 p.m. del miércoles y se lo da a las 12 p.m. en su lugar? Esas vacas ovularán temprano y para cuando sean inseminadas, el óvulo será más viejo. ¿Qué sucede cuando los óvulos más viejos son fertilizados? Mayor riesgo de estar abierto o tener muerte embrionaria temprana.



Use la aguja correcta

La mayoría de las hormonas reproductivas están etiquetadas para administrarse en el músculo (la única excepción comúnmente utilizada es Lutalyse highcon, que también está etiquetada para administrarse por vía subcutánea). Debido a que las vacas tienen piel gruesa, debemos usar una aguja de 1.5" para entrar en el músculo. Todas las agujas están etiquetadas con la longitud, pero si no está seguro,

¡pregúntele a su manager!



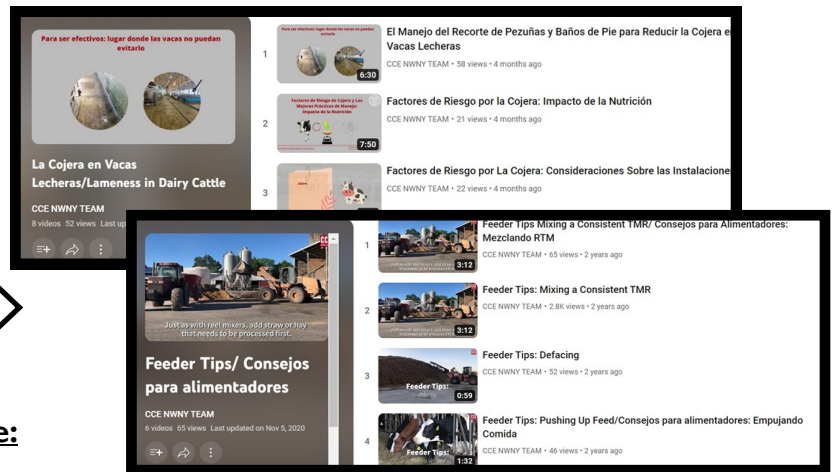
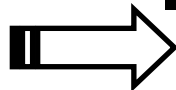
Manténgalo fresco, pero no congelado

En general, los productos de GnRH deben refrigerarse y los productos de PG deben mantenerse en el estante. Sin embargo, si alguno de los dos se sienta al sol en el verano o se congela en el invierno, no funcionarán. ¡Así que preste atención a dónde almacena las botellas y jeringas cuando esté en el corral inyectando vacas!

Bilingual Training Videos / Videos de Entrenamiento Bilingües

Check out the [NWNy Team's YouTube Page](#) for short video series you can use to aid in employee education.

Visite la [página de YouTube del equipo de NWNy](#) para ver series de videos cortos sobre los mejores prácticos del manejo de vacas lecheras



Videos Coming Soon/ Videos Próximamente:

Winter Calf Care

Cuidado de Becerras en Invierno

CHECK BACK FOR MORE VIDEOS BEING RELEASED THROUGHOUT 2023!

¡VUELVE PARA VER MÁS VIDEOS QUE SE LANZARÁN A LO LARGO DE 2023!

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

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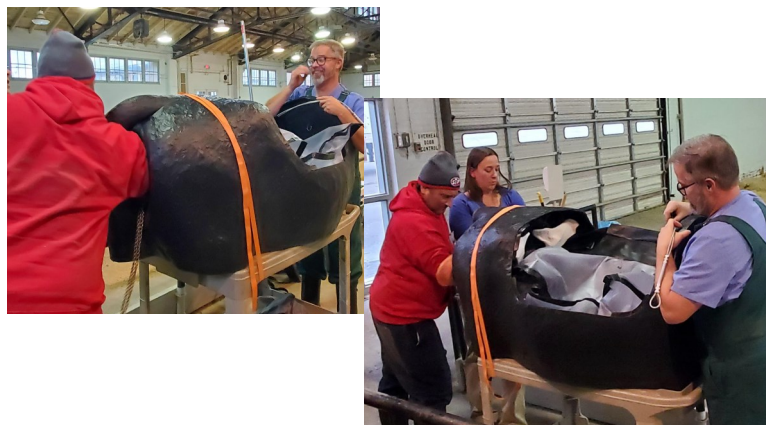
Check out our website!

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



Bilingual Workshops Coming This Spring:

Hands-On Calving Workshops using this new simulator!



Have feedback? Get in touch! I value your thoughts and ideas on future articles.

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Repro and AI Course with Genex - March 2023

Dairy Comp en Español - aimed to teach the "language" of DC305