

Cornell Cooperative Extension Oneida County

FARM FLASH



AUGUST 2023

The Ag Team



Marty Broccoli
AED Specialist
mjb83@cornell.edu
315-736-3394 x121



Jeffrey Miller
Agronomy Specialist
jjm14@cornell.edu
315-736-3394 x120



Beth Irons
Oneida County Public
Market Manager
egi3@cornell.edu
315-736-3394 x 103



Myron Thurston III
Food Supply Chain Specialist
mjt@cornell.edu
315-736-3394 x167



Alex Harrington
Ag /4H Communications
ash273@cornell.edu
315-736-3394 x 255



Marylynn Collins
Dairy & Livestock Educator
mrm7@cornell.edu
315-736-3394 x132



Olivia Raynard
Food Systems Coordinator
omr4@cornell.edu
315-736-3394 x253

Sammi Collins
Supply Chain Marketing
sc992@cornell.edu
315-736-3394 x131



Maryellen Baldwin
Farm Business Manager
mfw73@cornell.edu
315-736-3394 x 177

Bi-Monthly Ag Email

Sometimes information about upcoming events come in too late to make it into Farm Flash. In order to counteract missing our on information we created a bi-monthly Ag Email for updates exclusively on upcoming events, important deadlines and useful resources?

Contact Alex Harrington at (315) 736-3394 ext. 255 or ash273@cornell.edu to be added to the Email Update List.

Upcoming Events

No-Till Field Meeting

August 9th at 1:00 pm

Yoder Farm - 5459 Knoxboro Rd Munnsville

Sam Yoder started no-till planting fields in 2006, not for philosophical reasons but, because he lacked the labor to till all of his row crop fields. He noted that fields following his soybean rotation were very mellow, so he started by no-tilling these fields and continuing the practice on them into the future. His no-till acres grew each year until the whole farm was under no-till. Sam will have his no-till corn planter and drill out for inspection and to spur discussion. Attendees will be able to visit his corn, soybean, wheat, and hay fields that have been in no-till for 12+ years. Other no-till farmers will be on hand to share their experience.

It will be a great opportunity to ask questions and get answers from folks using no-till in the area!

2023 Twilight Tour Series

The Young Farmers Discussion group is excited to invite you to participate in the 2023 Twilight Tour Series. The objective of the tours is to highlight and learn from the great variety of agricultural businesses and producers in our area. This year we have plans to expand our tour stops across the county border to include a Madison Co. farm. Final details are in the works, but plan ahead to join us for socializing, guest speakers, networking and more on the following dates. **Registration is required by emailing**

Marylynn at mrm7@cornell.edu or text/call (315)368-8603.

RSVP's are due one week prior to the scheduled event. Check out the dates and locations below.

Friday, August 18

Host Farm: Oliver's Organic Eggs

Start Time: 7:00 pm

Thursday, September 14th: Topic TBD

Host Farm: Common Thread 3424 Lake Moraine Rd Madison

Start Time: TBD

Caring for Newborn Calves: Training Event for Dairy Farm Employees and Managers

Your herd replacements are the future of your dairy operations success. Consistency in the daily feeding and health care of your young stock needs to be a priority for those individuals left in charge. Are you looking to improve your training efforts and protocols for employees with calf care responsibilities? Do you need continuing education classes or proof of training to fulfill F.A.R.M requirements?

Make plans to attend the **FREE** Dairy Training for Employees with Calf Care Duties Event. Reservations must be made by August 21st. Call Marylynn at (315) 368-8603 or email mrm7@cornell.edu to reserve your farm employees' spot.

Thursday, August 24th

2:30pm to 4:30pm

Vail Bros. Farm -Vernon (Exact address will be provided upon RSVP)

Topics Include: Dehorning techniques/pain mitigation, proper tubing techniques, newborn calf care and handling, fit for transport protocol

Agritourism Workshops

August 21: Agritourism: Working with Tour Companies

September 18: Agritourism Farm Stay: Camping, Glamping and BnB

October 16: Hosting One Day Agritourism Events

November 20: Hosting Agritourism Air BnB Experiences

December 18: U-Pick Agritourism Operations: In's and Out's

Register online at: <https://tinyurl.com/22f84azv>

This webinar series is sponsored by: CCE Agritourism Program Work Team

Oneida County Public Market E-commerce!

The Oneida County Public Market online sales system known as E-commerce has many new vendors. This site makes ordering your favorite Public Market Vendor's items easier. It will also ensure you claim your favorite items without the worry of them selling out at the market before you get there. Complete details on ordering, pickup dates, products and how to create your customer account can be found here: <http://www.oneidacountymarket.com/>

Employee Retention is Recruitment

Maryellen Baldwin

It's not uncommon to see a "Help Wanted" sign in a business window, social media advertisements, or radio ads highlighting employment opportunities. Businesses across industry sectors are doing whatever it takes to recruit and retain employees, from pay incentives to additional flexibility, employers are becoming even more resourceful and creative when it comes to keeping staff from looking elsewhere.

Farmers are no different from other industries currently addressing the lack of employees in the workforce. Having a sound HR system that focuses on clear *communication*, *transparency*, and *expectations*, including management structure with an emphasis on **teamwork**, has been one of the most vital components for retaining good people. Creating a communications-friendly culture by keeping workplace communications constant.

As a farm owner, it's important to have clear expectations laid out for employees to ensure good working relationships. Developing an employee contract for your operation may be an excellent way to communicate to employees what they can expect. An employee contract can be developed to meet the needs of your operation. A contract can generally address key items such as starting wages/salary, job descriptions/expectations, benefits offered, whom to report issues to, how to request time off, etc. Having a sound HR system starts and ends with thinking about what it takes to make sure employees want to keep working on your operation.

Lastly, I challenge you to think about the following questions, what are you not doing that a neighboring farm or business may be doing?

1. As a business owner, what are your strategies when it comes to employee retention?
2. What is the flexibility being offered to employees?
3. What are the most difficult positions to staff?
4. What is your plan for employee recruitment?
5. What is your leading concern when it comes to HR matters?

In addition, the FARM Program has developed the FARM HR Self-Assessment a helpful tool to review your operations HR System. It can be found online at <https://nationaldairyfarm.com/wp-content/uploads/2020/02/FARM-HR-Self-Assessment.pdf>

Approaching the Topic of Unions with Employees: What You Can Say

ML Collins

Circling back to the topic of forming unions and access to bargaining rights for our farm employees. Last month I shared an article that reviewed the T.I.P.S. If you want to review the article online, you can find it on our website at <https://cceoneida.com/agriculture/farm-flash-newsletters>. If and when you have conversations with your employees that focus on the topic of joining unions, any information you choose to share with them should be factual, accurate, and presented in a way that does not come across as being threatening or suggesting promises to current or future job conditions or status. New York Farm Bureau collaborated with legal counsel from Bond, Schoeneck, and Kind who has the following advice to offer.

1. Inform your employees that it is their choice whether to sign a union authorization card
2. Encourage your employees to make informed decisions
3. Explain the collective bargaining process: **a.** If a union is certified, all future potential salary increases or benefits they receive or any other terms and conditions of employment, will be subject to collective bargaining negotiations. Nothing is guaranteed in collective bargaining, and their salary and benefits could get worse, better, or stay the same. **b.** If a union is certified, the employer cannot directly deal with employees; therefore, any requests that employees have related to salary or other benefits or other terms and conditions of employment must go through the union and cannot be directly negotiated with the employer
4. Inform your employees that if a union is certified, the union may require that the employees pay union dues for their services. Employees should find out whether they would still be required to pay union dues even if the union does not attain more desirable employee wages and benefits
5. Inform your employees that the union is not required to fulfill any promises that it has made to the employees
6. Inform your employees that it is unlikely that unions can guarantee job security in difficult economic times or that they can prevent discipline or discharge, where there is just cause for the employer to take such action
7. Remind employees of the benefits they presently enjoy and of recent wage increases and/or benefit improvements (but do not make promises or predictions about future wage increases or benefit improvements or make predictions about what wage increases or benefits they may receive if a union is certified)

Contact Information for Local Agencies that support Agriculture

NYS DEC 315-793-2554,
Oneida Co Soil & Water 315-736-3334
USDA Farm Services 315-736-3316
Oneida County Farm Bureau
1-800-342-4143
Farm Net 1-800-547-3276

Another strategy to consider is to create a work environment for your entire workforce that provides the following opportunities:

- Employees' voices to be heard regularly
- Safe working conditions
- Fair wages and work hours
- Good housing conditions
- Positive working relationship with owners and supervisors
- Mutual respect
- Annual performance reviews with feedback
- Expression of appreciation and valuing your employees

In Search of New/Used Farm Equipment ML Collins

Occasionally we get requests from producers to place want ads or list items for sale in our monthly Farm Flash publications. While we would like to accommodate these requests, it is not feasible for us to commit to that. For those who may not be aware, there are other farming publications that will provide such services. For example, Farm Bureau members can place one free ad, up to 30 words each month, in the Grassroots Farmers Market. Country Folks subscribers can submit advertisements free of charge in the Farmer to Farmer section by including the mailing label off a copy of the publication. Space is limited, so choose your wording wisely. Are you a member of the New York Beef Producers Association or a friend of a member? Submissions for the free classified section of their publication can be emailed to nybeef@nybpa.org.

If you would like more options on where to look to buy or sell equipment contact Alex Harrington at ash273@cornell.edu or (315) 736-3394 ext. 255 and she will share more resources.



MEATSUITE.COM

Find Your Farmer, Fill Your Freezer



Cornell University
Cooperative Extension



NY Farm Viability
INSTITUTE

Have you heard of MeatSuite? Its an online tool from Cornell Cooperative Extension and NC Choices that connects consumers who are interested in purchasing meat directly from the farmers.

For more information on MeatSuite contact Marylynn at mrm7@cornell.edu or (315) 368-8603

Dairy Farm Business Summary (DFBS)

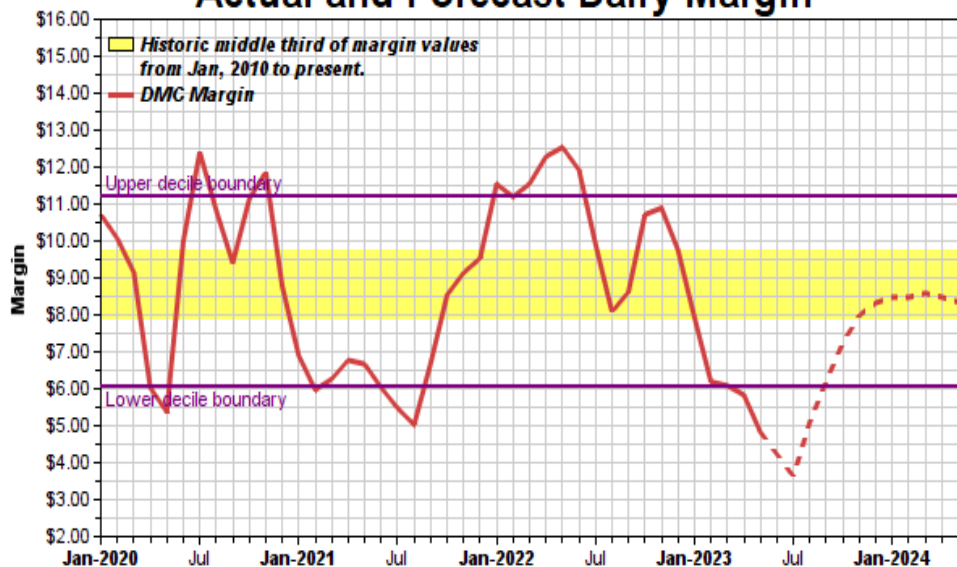
A free tool that allows producers to analyze their financial situation, set goals for the future, and make sound financial decisions when it comes to their dairy farm business. In addition to taking advantage of benchmarking your business against other dairy operations and prioritizing areas for improvement.

The objectives of the program are to:

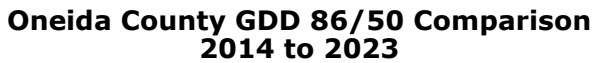
1. Assist producers in developing and maintaining more complete and accurate farm business data
2. Assist producers in improving their managerial skills through the appropriate use of farm business data and the application of modern analysis and decision-making techniques
3. Identify the current costs and returns, and changes occurring on dairy farms
4. Improve the interaction between dairy farmers and agribusiness and education professionals in addressing current issues and problems facing dairy farms

Are you interested in utilizing DFBS? I'm here to help you get started. Please contact me at mfw73@cornell.edu or (315) 736-3394 ext. 177

Actual and Forecast Dairy Margin



Jeff Miller



The **Oneida County Rainfall Graph** shows the comparison of average rainfall for April, May, and June. What it doesn't show is that more than half of the rainfall that occurred during May and June this season came in 2 (single-day) rain events each month. That means greater intensity of rainfall which may not be as beneficial for crop growth and development.

The **Oneida County GDD Graph** shows the weather has been unique for at least the past 5 seasons. This year we experienced a much warmer April, a cool down in May and early June, then a return to warmer temperatures. We are five days behind the 30-year average for growing degree days at this point (6/28) in the season.

Impact of Soil Health Practices

Local growers that employ some soil health practices like no-till, cover cropping, and crop rotation will say there are benefits but will probably not have specific data on performance to share. The common comment is that yield was not affected when changing to no-till or adding cover crops. The USDA provided a grant to Land Core to collect and analyze data to quantify responses to soil health practices. Many growers that have years of experience with no-till and cover crops talk about consistency of yields across growing seasons with extremes in weather. One of the objectives of tracking and quantifying yield responses to soil health practices is to establish a basis for quantifying risk. This could mean lower premiums on crop insurance for growers who employ soil health practices.

Where soil health practices like no-till and cover crops have been employed, soils have a better structure with channels from decayed roots and earthworms that allow water from extreme rainfall events to penetrate the soil and move down through the soil profile.

Tillage exposes organic matter to air encouraging the breakdown and loss of organic matter. No-tilled fields with cover crops increase organic matter over time. Organic matter holds onto moisture that can be used by growing crops. Organic matter has negatively charged sites that also hold onto plant nutrients like calcium, magnesium, potassium, and ammonium, increasing the soil's ability to provide nutrients to crops.

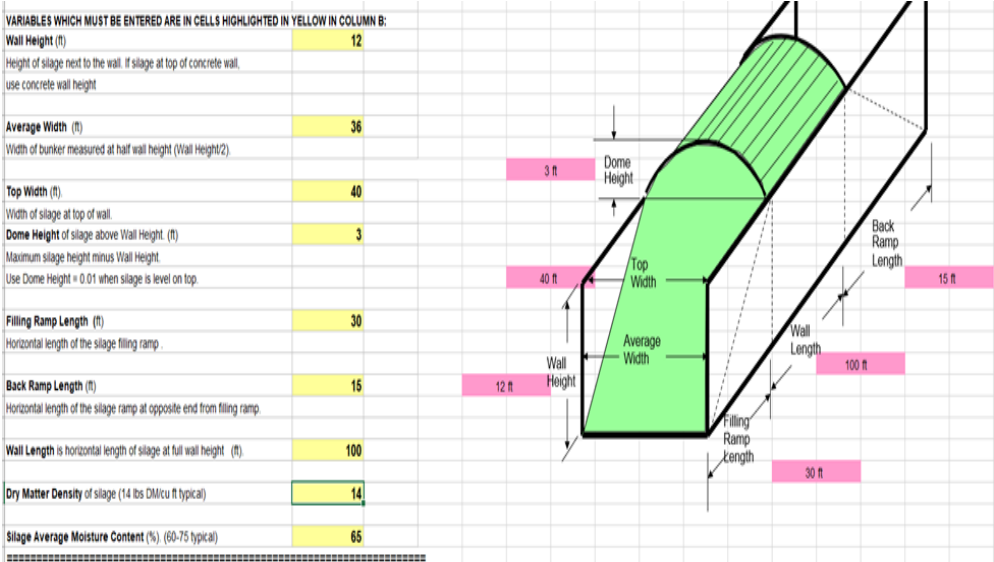
Cover crops and organic matter provide food sources for the microbial populations in the soil that help break down complex molecules into nutrients that are available for plant uptake. These are some of the reasons why soil health practices can make soils more resilient in extreme weather, providing more consistent yields.

Livestock Resource Website from CCE

If you are looking for resources for producing and marketing livestock, visit the Cornell Cooperative Extension's Livestock Program Work Team website <https://www.ccelivestock.com>

Forage Inventory
Source: Penn State

Bunk Silos - You can ask a healer to take some measurements of the bunk to get a reasonably accurate account of the tons of forage. You can find a calculator online at: https://extension.psu.edu/downloadable/download/sample/sample_id/53263/



Inventorying **Upright Silos** requires you to know the diameter of the silo and the height of the remaining silage. They present their own unique challenges as the density of the silage increases as you move further down the silo. Many reference tables will account for this and will show a slight increase in silage quantity per cubic foot as the measured height approaches ground level. This chart from Michigan State University provides an easy reference for estimating silage contained in upright silos.

Silo Capacity: Tons of Corn or Grass Silage (68% Moisture) in Settled Unopened Silos

Depth of silage (in feet)	Inside diameter of silo in feet							
	12'	14'	16'	18'	20'	24'	26'	30'
	8	11	15	20	25	31	45	52

Depth of silage (in feet)	Inside diameter of silo in feet							
	12'	14'	16'	18'	20'	24'	26'	30'
12	19	25	33	42	52	75	88	
16	28	38	49	62	77	111	130	
20	38	51	67	85	105	151	177	
24	49	66	87	110	135	194	228	
28	61	83	108	137	169	243	286	
32	74	100	131	166	205	295	346	
36	87	118	155	196	242	348	409	
40	101	138	180	229	280	403	473	
44	117	159	207	261	320	461	541	
50	137	186	248	310	389	560	673	
55	---	212	383	365	444	639	750	
60	---	---	319	415	500	720	845	
70	---	---	---	---	574	827	970	
80	---	---	---	---	650	1100	1330	
90	---	---	---	---	---	---	---	

When a silo is partially unloaded from the top, the remaining silage is more tightly packed and heavier than the same volume in an unopened silo. Therefore, compute the weight remaining as follows:

1. Use the table to find the original contents before the silo was opened
2. Estimate the depth of silage removed and determine in weight from table
3. Subtract tonnage removed from original contents to find tonnage remaining

Example

- 50' of settled silage in a 20' silo weight 389T
- Weight removed in 32'=205 Tons
- 389 T. (original contents) - 205 T. (removed in 32') +184 T. (remaining in 18')

Ag Bag silos are relatively simple to inventory compared to other silo types because their packing density is consistent, and their dimensions are easy to calculate. Assuming proper bagger setup and operation, you should find a uniform silage density along the entire length of the bag.

The most difficult aspect of ag-bag inventory may be determining your estimated density based on the type of silage in the bag. The two tables below from the University of Wisconsin can help you calculate ag-bag silage reserves, and adjust values if your density is slightly higher or lower than the 13 pounds per cubic foot shown in Table 1.

Table 1. Capacities of Silage Bags at 13 lbs DM/ft³ Density

	Diameter: 8 ft	Diameter: 8 ft	Diameter: 9 ft	Diameter: 9 ft	Diameter: 9 ft	Diameter: 10 ft
Bag Length (ft)	Silage Length (ft)	Capacity (lbs DM)	Silage Length (ft)	Capacity (lbs DM)	Silage Length (ft)	Capacity (lbs DM)
100	84	54,900	82	67,800	80	81,700
150	134	88,600	132	109,200	130	132,700
200	184	120,200	182	150,500	180	183,800
250	234	152,900	232	191,900	230	234,800
300	284	185,600	282	233,200	280	285,900

Table 2. Multiplier to Adjust Table 1 Capacities to a Different

Density (lbs DM/ft ³)	Multiplier
11	0.85
12	0.92
13	1.00
14	1.08
15	1.15

Drive-Over Piles are the most complex silo to inventory. Drive-over piles require a sharp assessment of the pile height, pile length, pile slope, and the shape of the footprint of the pile. Having an experienced helper, such as your nutritionist or another consultant, to work with can help you accurately determine what areas may contain more or less silage than what you would expect at a quick glance. Drive-over pile calculators will use a similar density estimate as bunker silos, which is roughly 14-15 pounds of dry matter per cubic foot for most silages. There is an Excel Spreadsheet calculator available from the University of Wisconsin that uses multiple measurements to determine the estimated silage capacity of your drive-over piles. This calculator can be found at: https://extension.psu.edu/downloadable/download/sample/sample_id/53266/

Bayer is using a new approach to bringing crop protection products to market called CropKey

CropKey is helping Bayer find crop protection solutions that will close the door on weeds, pests, or diseases by binding to a specific target protein within them using small molecules that act as keys to targeted proteins away from crops. Instead of selecting molecules, the company plans to design them.

The discovery and design processes involve a four-part approach Bayer calls an Advanced Discovery Engine, which includes:

1. **Computational Target Discovery** - Discovering selective and safe modes of action by proprietary algorithms and omics - an area of biotechnology study that analyzes the structure and whole makeup of a given biological function, such as emerging field genomics
2. **A New Paradigm in Screening** - Gaining deep knowledge of biological systems by machine-learning approaches and virtual screening and docking
3. **Digital Chemistry** - Exploring unlimited virtual chemical spaces by artificial intelligence-supported selection, design, and synthesis
4. **Predictive Early Safety** - Focusing on registrability and sustainability supported by in vitro tests and in silico predictive models

We're creating entirely new crop protection solutions using computational modeling, proprietary algorithms, and multiomics techniques that take advantage of massive amounts of data and machine learning.

Aarhus University in Denmark is starting a new research project AELECTRA, which aims to develop a technology that will enable companies, industries, and farmers to produce liquid ammonia more economically and environmentally friendly than today's centralized Haber-Bosch process.

Every year, about 235 million tons of ammonia are produced globally, primarily via the Haber-Bosch process. Production costs 1.4 percent of the world's entire energy consumption, and it emits approximately 450 million tons of carbon dioxide a year - about 1 percent of all anthropogenic carbon emissions and more than any other industrial chemical production. The Haber-Bosch process requires high heat and pressure.

The AELECTRA project has modeled a new process that is much less energy intensive and has a grant to build the first prototype. If it is successful, then this technology will significantly lower the investment in setting up a facility to produce ammonia.

Corn Stalk Nitrate Test Results 2010-2022

Corn stalk nitrate test measures the amount of nitrate nitrogen in a corn stalk sample taken at harvest. The amount of nitrate in the sample can be used to evaluate the supply of nitrogen compared to the need of the crop.

Interpretation of test results

Research conducted in New York supports the following interpretations:

- Low = less than 250 ppm N
- Marginal = 250 to 750 ppm N
- Optimal = 750 to 2000 ppm N
- Excess = greater than 2000 ppm N

Cornell staff has collected results for over a decade and have shown an influence of precipitation on the results:

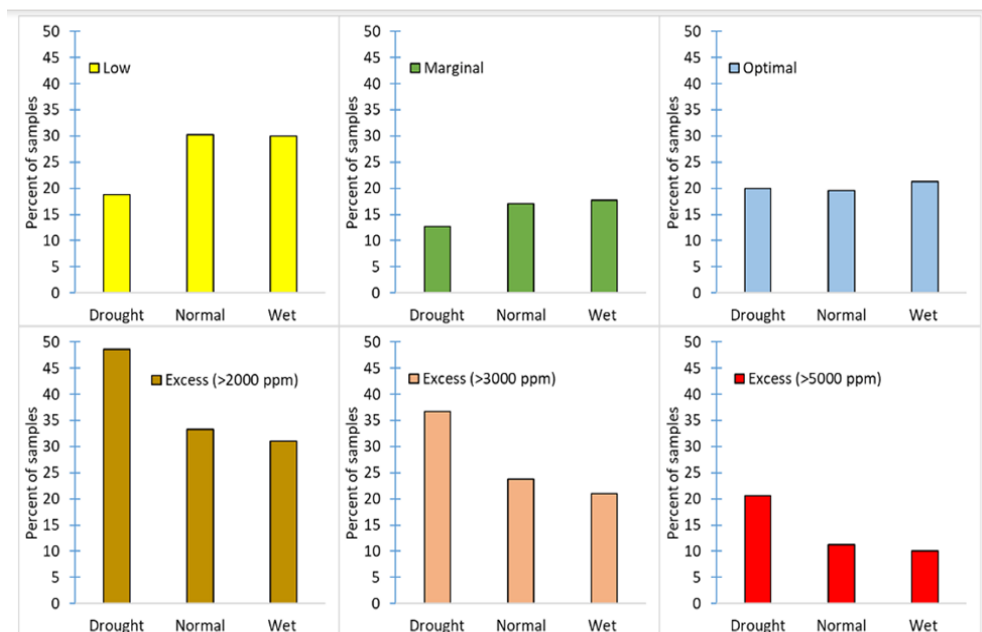


Figure 1: In drought years more samples test excessive in CSNT-N while fewer test low or marginal. The last 11 years include six drought years (2012, 2016, 2018, and 2020 through 2022), three wet years (2011, 2012, and 2017), and four years labeled normal (2010, 2014, 2015, and 2019) determined by May-June rainfall (less than 7.5 inches in drought years, 10 or more in wet years).

Two things can be gleaned from the results of the stalk nitrate test conducted over 10 years. It is a valid test to evaluate your nitrogen program for corn production on individual fields. You must view the results in terms of the season's conditions. The results can be used to make adjustments in your nitrogen program to reduce the likelihood of either suboptimal N levels or significant over applications.

Iowa State is developing an ion-selective nitrogen probe to measure soil nitrogen levels continuously. The sensors are still in the testing phase but have shown great promise. The next challenge is to make sure that they last the entire season and create a production scale that will make them affordable. This still is only one piece of the puzzle. They have to work out a way for the probe to communicate the information to a cloud-based platform the farmers could use to make N application decisions.

Overlooked Tools Can Save the Day During Field Repairs

Dan Anderson - Ag Web

Whether you're loading a portable toolbox into a pickup truck or outfitting a full-bore service truck, some optional tools and accessories that make maintenance and repairs in the field easier and safer. Such as:

1. A 16" pipe wrench and the biggest slip-jaw pliers you can buy. You probably remember an instance when one or both of these tools would have been handy during field repairs
2. A 4 lb. blacksmith hammer and at least an 8 lb. sledgehammer for when gentle persuasion isn't enough
3. Some kind of pocket voltmeter. A \$35 meter from NAPA will do basic voltage testing as well, as a \$300 voltmeter from Snap-On
4. Jumper cables. At least 1-gauge cables, 25' long. A battery "jump pack" is an alternative, but a jump pack for farm use needs to have at least 3,000 amps capacity and always be kept plugged into a cigarette lighter/inverter charger. Otherwise, you'll think you charged it last month, but it was actually last spring. If it's discharged, you'll have to drag out the battery cables
5. Hydraulic jack(s) and sections of railroad ties/bridge planks to use as blocks when jacking equipment in soft dirt. A spade or shovel to dig/move dirt when positioning those jacks
6. Large sheets of cardboard, or a tarp, to lay on when working under machines on muddy ground
7. Empty 5-gal. buckets with lids to drain, save, and keep oil or coolant for reuse after repairs. Shallow drain pans for draining fluids when there's no room for a 5-gal. bucket. Include a funnel
8. A 3-step and a 5-step stepladder. Combines, grain carts, sprayers, and even planters are getting taller and taller. A 5-step may be too tall in some places, and a 3-step may be too short, so one of each satisfies all needs
9. At least one 6'-long "railroad bar" for prying and lifting heavy components. Much better and safer than a steel fence post out of a fence row

10. A 12 volt to 120 volts electrical inverter to charge batteries for cordless tools and lights
11. Cans of aerosol brake cleaner or contact cleaner for field-cleaning parts. Cans of WD-40, JB-80, Kroil, or a penetrating oil of your choice
12. A razor knife and a pack of razor knife blades. Better than your pocketknife for precise cutting, especially if your pocketknife is as dull as mine
13. A zip tie assortment. Rolls of duct tape and electricians' tape. A box of assorted hardened steel roll pins. A box of assorted cotter keys. Rolls of 16, 14, and 12 gauge electrical wire. A box of assorted electrical wire splices and connectors, and...a box of Band-aids



August

S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		



August 5

Market 9AM-1PM
Shoe District Tour with
OC History Center



August 12

Market 9AM-1PM
SNAP-Ed Food Demo
Music: Melissa Clark



August 12

Market 9AM-1PM
Smoothie Bike
Music: Adam Backman



August 26

Market 9AM-1PM
Utica Zoomobile
SNAP-ED Food Demo
Music: Melissa Clark

MONDAYS

E-commerce OPENS for
shopping at 5PM

THURSDAYS

E-commerce CLOSES
for shopping 5PM

Farmland for a New Generation

CCE Oneida County can help you access farmland or someone to farm your land. Farmland for a New Generation New York is a FREE online tool developed in partnership between the NYS Department of Ag and Markets, American Farmland Trust, a network of 27 land trusts, CCE Offices, and other agricultural organizations, all working together to bring a new generation of farmers onto land across the state.

Maryellen Baldwin, Farm Business Manager and Regional Navigator can help you create a profile on the site that allows you to find farmland or a farmer to work your land. You can also go to <https://nyfarmlandfinder.org>; you will discover how to prepare a profile, training, materials, and documents to educate and support farmers and landowners.

Gaining hands-on farm experience is an important step for farmers before accessing farmland. Through working on a farm, you enhance your knowledge of the agricultural industry and gain valuable insight into the day-to-day operations of a farm. Also, new this year is a database of available farm jobs. For more information or help to create a farmland finder profile, contact Maryellen at (315) 736-3394 ext. 177 or mfw73@cornell.edu.

Agricultural Non-Point Source Abatement and Control Program Grants

Next year a new round of funding will be available to support agricultural water quality conservation projects across the State through Round 30 of the Agricultural Nonpoint Source Abatement and Control Program. Through 28 rounds of funding to date, \$237 million has been awarded to on-farm projects.

The Agricultural Nonpoint program awards projects that focus on either environmental planning or the implementation of best management practice systems to protect New York's watersheds. Projects include conservation measures, such as nutrient management through manure storage, vegetative buffers along streams, and conservation cover crops.

For more information contact Tim Wimmer at (315) 736-3394, press 1, ext. 128

Did you know?

CCE Oneida County offers recordings of previous agriculture related meetings on our YouTube page. Use this link <https://tinyurl.com/5n6bswc4> **OR** scan the QR Code



USDA Accepting Applications to help Cover Costs of Organic Producers

The USDA will cover up to 75% of the costs associated with organic certification, up to \$750 per category, through the Organic Certification Cost Share Program (OCCSP). Read the full article online at <https://tinyurl.com/dbzntacf>
If you have questions or to apply contact your local FSA Office at (315) 736-3316.

USDA Offers Assistance to Help Organic Dairy Producers Cover Increased Costs

The USDA announced assistance for dairy producers with the new Organic Dairy Marketing Assistance Program (ODMAP). Specifically under ODMAP, USDA's Farm Service Agency (FSA) is making \$104 million available to organic dairy operations to assist with projected marketing costs in 2023, calculated using their marketing costs in 2022. Read the full article online at <https://tinyurl.com/2p84funy>
If you have questions or to apply contact your local FSA Office at (315) 736-3316.

USDA Loan Assistance Tool

An online tool to help farmers and ranchers better navigate the farm loan application process. This uniform application process will help to ensure all farm loan applications receive equal support and have a consistent customer experience with USDA's Farm Service Agency (FSA) regardless of their individual circumstances. To start the self assessment visit <https://lat.fpac.usda.gov/>

Heads Up QuickBooks Users

Are you currently using QuickBooks Desktop as your financial accounting system? Have you noticed a change to the price and cost structure of QuickBooks Desktop? Mary Kate MacKenzie, Farm Business Management Specialist, provides some helpful information regarding questions she's received from current QuickBooks Desktop users in regards to utilizing the older version of QuickBooks Desktop, alternative accounting systems and what to consider when selecting an accounting system.

Read the full article online at: <https://tinyurl.com/m9n66ah9>

If you need assistance or are looking for more information about utilizing QuickBooks as your financial accounting system contact Maryellen Baldwin, Farm Business Manager, at mfw73@cornell.edu or (315) 736-3394 ext. 177

The CCE Oneida Ag Team is Hiring

Ag Educator

The Agriculture (Ag) Educator is primarily responsible for delivering established educational programming in assigned subject areas of production, marketing, farm to school, environmental, or other appropriate fields of study in agriculture. The educator also provides planning input for a variety of subjects, such as animal & plant sciences, food systems, and agricultural technology programs. The Ag Educator serves as a team member and will assist the supervisor in activities to organize, deliver and evaluate agricultural programs within the community.

- This is a full-time (37.5 hrs./week), benefits eligible, non-exempt position
- Compensation is \$20.50/hr.
- The Ag Educator will work on-site at the CCE Oneida office in Oriskany, NY
- **Required:** Bachelor's degree in agriculture (e.g., animal science, agricultural business), or related discipline. Associate degree and two years of transferable program/functional experience may substitute.
- Paid time off includes 12 Vacation days, 15 Sick days, 4 Personal days, 12 Holidays, and 2 Floating Holidays annually



For full job description visit <https://cceoneida.com/careers> OR scan the QR Code to apply.

Ag Program Coordinator

The Agricultural (Ag) Program Coordinator is primarily responsible for providing coordination for the Ag department, to include Ag, AED, 4-H and Horticulture programs. The Coordinator will support the Ag Sr. Team Leader and assist with financial recordkeeping for all Ag department programs and contracts, assisting on required reporting systems. The primary audience will include agricultural producers and related service providers; new entrepreneurs in production, processing and agriculture related businesses; a diverse audience of 4-H youth; and volunteers. The individual will utilize existing program resources and materials in program work, and will assist in delivering educational programs as defined. The position also includes some program delivery, direction and management responsibilities.

- This is a full time (37.5 hrs./week), benefits eligible, non-exempt position
- Compensation is \$19.00/hr.
- The Ag Program Coordinator will work on-site at the CCE Oneida office in Oriskany, NY.

- **Required:** Bachelor's degree or Equivalent Education. Associate degree with 2 yrs transferrable program/functional experience may substitute for Bachelor's degree.
- Paid time off includes 12 Vacations days, 15 Sick days, 4 Personal days, 12 Holidays, and 2 Floating Holidays annually.



For full job description visit <https://cceoneida.com/careers> OR scan the QR Code to apply.

Ag Department Leader

The Agriculture (Ag) Department Leader will provide overall, high-level program and administrative leadership to assess, develop, deliver and evaluate agricultural educational programming within Cornell Cooperative Extension Oneida County. The Ag Department Leader supervises the Oneida County Ag team members who develop and deliver programs and engage volunteers. The position is also responsible for developing and maintaining networks with a wide range of stakeholders, assessing trends related to agriculture, developing reports and materials for funders, for the identification of grant opportunities and for the completion of grant applications. This position will manage the agriculture department's grants and contracts, ensuring that objective and deliverables are met within the timeline and budget of the awarded grant. The Ag Department Leader works closely with the Agriculture Economic Development Resource Educator to identify program needs, develop innovative program needs and evaluate program impact.

- This is a full time, benefits eligible, exempt position.
- Compensation is \$62,000 annually
- The Ag Department Leader will work on-site at the CCE Oneida office in Oriskany, NY.
- **Required:** Master's Degree appropriate to the responsibilities of the position and 4 years of related experience. PhD may substitute for 2 years of experience.
- Paid time off includes 21 Vacation days, 15 Sick days, 4 Personal days, 12 Holidays, and 2 Floating Holidays annually.



For full job description visit <https://cceoneida.com/careers> OR scan the QR Code to apply.

CCE Oneida also has jobs available in Energy & Environment, Nutrition, HR Department, and Family Development. To view full job descriptions and/or to apply visit <https://cceoneida.com/careers>



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Andy Dugan, PAS

General Manager

Adugan@GoldStarFeed.com



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