UW-Madison Extension | Fond du Lac County

From Field to Barn

November 2019

Photo Credit: Aerica Bjurstrom

Extension Fond du Lac County

227 Admin/Extension Building
400 University Drive
Fond du Lac, WI 54935
920.929.3173
http://fyi.extension wisc.edu/fdlag

Fond du Lac County Educators:

Diana Hammer
Community Resource Development Educator

Ron Jakubisin
Area Positive Youth Development Educator

Tracy Keifenheim
4-H Program Coordinator

Tina Kohlman
Dairy & Livestock Agent

Amanda Miller
FoodWIse Coordinator & Health & Well-Being Educator

Pamela Nelson
FoodWIse Nutrition Educator

Patty Percy
Community Garden Coordinator

Melanie Phillips
FoodWIse Nutrition Educator

Shelley Tidemann
Human Development & Relationships Educator

Cindy Sarkady
Area Extension Director

Joe Zimbric
Area Crops & Soils Agent

Program Assistants:

Pam Bartoli **Tina Engelhardt**
Katie Gindt **Cassi Worster**

Requests for reasonable accommodations for disabilities or limitations should be made prior to the date of the program or activity for which it is needed. Please do so as early as possible prior to the program or activity so that proper arrangements can be made.

Thanks-giving & Meeting Season

Yes, this year has been a difficult year for farming, physically, financially, mentally, and emotionally. The weather has been less than ideal for completing harvesting this fall.

We know you have an extremely important job: feeding the world. We know it requires long, tiresome hours. It requires battling the economic and weather conditions.

With harvest season soon to be over, UW-Madison Extension Fond du Lac County has been planning for the upcoming "meeting season". Please take time to check the calendar on the back of this newsletter or online at https://fonddulac.extension.wisc.edu/uw-extension-fond-du-lac-county-calendar/ for opportunities in outreach and education to support you in feeding the world. These meetings help you address issues within your farm business and gives you opportunity to connect with other facing the same experiences and challenges.

It also the month of Thanks-giving, and we want to thank you, our farming community:

Thank you for yesterday, today, and tomorrow.

Thank you for a deep passion and commitment.

Thank you for feeding the world.

May this Thanksgiving be a bountiful one in feast, friends, and family.

Tina Kohlman
Dairy & Livestock Agent
Email: tina.kohlman@wisc.edu
Phone: 920.929.3180

Joe Zimbric
Crops & Soils Educator
Email: jwzimbric@wisc.edu
Phone: 920.296.6583

Visit us on the web at https://fyi.extension.wisc.edu/fdlag/

Training Dairy Farm Workers

New employees need and want training. The importance of training programs has increased dramatically. Margins for acceptable error have decreased. Equipment has become more complicated. Farm work is complex. People with all the necessary skills and experience for success are difficult to find. Many new employees were not raised on a farm. Training is essential!

The actual training of a new employee can be aided by a five-step teaching method:

1. **PREPARE** the learner. Learners are prepared when they are at ease, understand why they need to learn the task, are interested in learning, have the confidence they can learn, and the trainer can teach. The most important part of learner preparation is creating a need to know or desire to learn. Prepare the learner by:
   - Showing enthusiasm for the task.
   - Relating the task to what the learner already knows.
   - Helping the learner envision being an expert in the task.
   - Adding fun and prestige to the task.
   - Associating the task with respected co-workers.
2. **TELL** the learner about each step or part of the task.
3. **SHOW** the learner how to do each step. In demonstrating the task, explain each step emphasizing, the key points and more difficult steps. Remember the little and seemingly simple parts of the task. Get the learner involved by asking questions about what is being shown.
4. Have the learner **DO** each step of the task while being observed by the trainer. Ask the learner to explain each step as it is performed. If steps or parts of the task are omitted, re-explain the steps and have the learner repeat them.
5. **REVIEW** each step or part of the task with the learner, offering encouragement, constructive criticism, and additional pointers on how to do the job. Be frank and honest in the appraisal.

Using a five-step method,
Prepare
Tell
Show
Do
Review
steers both trainers and employees toward greater success

These five steps work! They help create an ideal learning situation based on the following guidelines and assumptions:

- All employees can learn.
- Trainers should make learning an active process.
- Learners need and want guidance and direction.
- Learning should be step-by-step.
- Learners need time to practice.
- Learning should be varied to avoid boredom.
- Learners gain satisfaction from their learning.
- Trainers should encourage and reinforce learner progress.
- Learning does not occur at a steady rate, i.e. plateaus follow spurts of progress.

Improved training offers dairy farm managers a way to increase employee job satisfaction and progress. Deciding what can be accomplished through better training is a good starting point. Creating a positive environment for learning helps both the trainer and the employees. Preparing before jumping in avoids confusion and frustration.

Adapted from: Extension, Ohio State University. BUCKEYE DAIRY NEWS.
https://dairy.osu.edu/newsletter/buckeye-dairy-news/volume-3-issue-1/training-dairy-farm-workers.

Respiratory Health with Dusty and Moldy Grain

Breathing grain dust can affect your comfort and is a health concern for all in the grain industry.

Grain dust is a complex soup of particles. The smallest dust particles are easily inhaled and find their way deep into the respiratory system. Grain dust is biologically active. It's made up of plant material, mold, insect parts and excreta (bug poop), bacteria, endotoxins (toxins contained in the cell walls of some bacteria) and soil particles including silica.

Most people will have some reaction to dusty harvest conditions. Often, this will be a nuisance reaction (like a runny nose) or throat irritation. In some cases, bigger health problems occur. Endotoxins associated with some types of bacteria can cause problems for some individuals. At low dust levels during prolonged and busy harvest operations, a cough is common. This might be an intermittent cough, producing more phlegm when you're working near dust. Other symptoms are chest tightness/wheezing, sore/irritated throat, nasal and eye irritation and feeling stuffed-up and congested.

Bronchitis occurs as lung passages get inflamed. Grain dust can also be quite a debilitating concern for those with asthma.

A massive exposure to a thick cloud of dust is something to avoid. Massive exposures to moldy, dusty grain even for a short period of time can result in two distinct medical conditions having symptoms that include cough, chest tightness, malaise (a general feeling of discomfort, illness or feeling 'ill-at-ease'), headache, muscle aches and fever.

People exposed often begin to feel sick a few hours after their exposure, and may feel quite sick as they go to bed at night.

'Farmer's Lung' or Farmer's Hypersensitivity Pneumonitis (FHP) is less common and affects about 1 in 20 exposed individuals (5 percent or slightly more). Often, farmers get sick and tell their health provider about their symptoms and their illness sometimes gets misdiagnosed as FHP. However, FHP is a delayed allergic reaction caused when sensitive people inhale dusts causing their bodies to produce antibodies. Since FHP is an allergic reaction and involves the immune system, each new FHP bout gets worse. With repeated exposure, some people become unable to work in dusty areas and can develop permanent lung damage.

FHP is caused by dust that contains mold, mold spores and bacteria that developed in warm storage conditions. Heat-loving molds are more likely to grow in stored hay or top layers of silage. FHP molds can also occur in stored grain. If you've been diagnosed with FHP before, and get sick again while working around grain (or hay/silage), you should visit your local clinic.

Organic Dust Toxic Syndrome (ODTS), is a toxic reaction. With ODTS, your respiratory system becomes inflamed from the dust, molds, bacteria and endotoxins in dust. Symptoms look like FHP. But, the body's reaction causing symptoms is different. People who develop ODTS usually recover in a few days. Permanent lung damage from ODTS is rare.

Agricultural health experts face a difficult problem, as Farmer's Lung and Organic Dust Toxic Syndrome look almost identical. At times, even rural health professionals can have a hard time recognizing these illnesses and knowing the difference. Medical testing is often needed to truly tell the two apart. Medical treatment is also different.

Grain dust exposure and related health symptoms are complex. Here are specific things to reduce risk:

- **Have a clean air filter in place when operating a combine.**
- **Avoid exposures to dust whenever possible**.
- **Properly adjust your combine to minimize grain damage and dust generated.**
- **Wear a NIOSH-approved 'N-95' dust mask that fits properly in conditions where dust is unavoidable.**
- **If you feel sick, call your health care provider.**
- **Smoking makes grain dust exposure symptoms much worse.**

By John Shutske, Ph.D., agricultural engineering specialist for UW-Madison and UW-Extension.

Full Storage, Frozen Fields, and Mud: What are the Options?

We will remember 2019 ass a year of frustrating challenges for manure application. Early season cold weather is not making things any easier. While there are no "simple solutions", there are things to keep in mind over the next few months.

CAFO/permitted operations should check with both the WI DNR and the county Land and Water Conservation Department (LWCD) before taking any action, as pre-approval may be required.

"My storage is full! I don't have enough room to make it through the winter."

- **Find other storage:** The easiest solution for producers is to find space in someone else's existing storage. Work with the county LWCD as they likely have a list of manure storages built according to proper engineering standards. Do not assume that any older storage is ready to use – check with the LWCD first. Your farmers may know of dairies that are no longer milking cows nearby that have available storage as well.
- **Add to/Modify existing storage:** Some farms have already added soil on top of their existing berm to add capacity. The problem is – this greatly increases the risk of seepage or storage collapse. The topsoil between the storage's compacted clay and what is added can allow seepage, and un-compacted soil will move with only a small amount of head pressure. As wet as it has been, any equipment on the berm may create more problems. Work with county LWCD staff to determine how to safely modify the storage, and the right way to do it.
- **Take to a sewage treatment plant**: This option can be very expensive, but not knowing what you are doing can make it much more expensive. Some plants have the capacity to take manure, others do not. Start the conversation with the plant manager a few days before you need this option. The fee per gallon will depend on the nutrient and solids concentration, so take the most diluted water.


Photo credit: A. Bjurstrom

"I have no option but to land apply."

- **The farmer should work with the farmer's Nutrient Management Planner/Agronomist and the County Land/Water Conservation Department (CAFOs should also include their DNR con-tact):** These people are going to be able to help identify the fields with the lowest risk and alert you to any permissions/permits needed.
- **Apply to fields with the lowest risk:** Risk factors for manure moving off the field include field slope, soil type, soil roughness and previous crop as well as how wet the soil is. *A low risk field when you can inject/incorporate may become a high risk field when the ground freezes.* The agronomist/agency staff person can help decide which fields are lowest risk based on current and expected conditions.
- **Consider non-traditional fields:** Pastures, grasslands and CRP (Conservation Reserve Pro-gram) acres may be options in limited cases. Some fields (CRP, other programs) may require additional permissions before application can occur.
- **Watch the weather forecast, and take screenshots:** Use the Runoff Risk Advisory Forecast (RRAF) to gauge the risk. http://www.manureadvisorysystem.wi.gov/runoffrisk/index Document both the weather forecast

..continued on next page

..continued from previous page

and the RRAF *for each field* by taking screenshots used to inform your decision. Combine this information with the advice of the agronomist/agency staff.

- **Reduce rates/cover only part of the field/inject across the slope**: With the soil saturated, manure ponds on the surface and remains more slurry-like when injected. Lower rates will reduce the chances of movement. In saturated conditions, injected manure can ooze, over time, downslope and pond weeks after application in low areas of the field. Inject across the slope rather than up and down. Cover only part of the field (in strips) and come back later and apply in between previous strips.
- **BEWARE CONCRETE FROST:** In a normal winter, liquid manure and slowly melting snow will soak into the soil. After several January thaws, sometimes all of the air pockets (pores) in the soil are full of water when the soil re-freezes, forming concrete frost. This year, many fields will have concrete frosts as soon it freezes this fall. With concrete frost, very little manure or melting snow soaks in and runoff occurs every time it warms up throughout winter.
- **Frozen/snow covered soils:** If these can't be avoided, work with the agronomist and agency staff to modify both setbacks and rates.
- **Working fields before land application:** Rough soil has depressions that will contain some runoff, (it's almost always a good idea to think working the field borders before a regular application before the ground freezes, *even more so this year*). Be careful, however. Working part of, or an entire field may impact the farmer's eligibility for crop insurance and other benefits (not following their conservation plan) or impact their soil health management system. This decision needs to be made by the farmer and their agronomist.
- **Walk the field, increase setbacks:** New sinkholes and wet areas may have developed during this wet year, so take a close look at the field before applying. Don't be afraid to increase the set-back from water resources/receiving waters and sinkholes to reduce the risk.
- **Borrow/rent a tanker and get some applied:** Taking out even a small volume may give you some breathing room this fall until the custom applicator is available. Work with your agronomist to make sure you have the most up to date information on rates and setbacks.
- **Document you did the best job possible.** Take photos to document the work you completed. If a spill happens/runoff occurs, calling the DNR Spills hotline (800-943-0003) is an essential part of documenting that you are taking the right steps to address a situation.

The information above was gathered with input from staff with UW Discovery Farms, UW Madison Division of Extension, county LWCDs, NRCS and DATCP.

Source: Adapted from Kevin Erb, Extension Conservation Training & Professional Development Director

Photo credit: A. Bjurstrom

SnapPlus Training

Wednesday, December 11th in Fond du Lac, representatives from Fond du Lac County Land & Water Conservation, local Certified Crop Advisors (CCAs) and DATCP Nutrient Management Specialist Ryan Erisman will be on hand to cover some SnapPlus program basics as well as answer any questions you have about the program. Farmers will be able to work on their own plans and get coaching assistance as needed.

Thursday, December 12th in Green Lake, representatives from Fond du Lac County *and* Green Lake County Land & Water Conservation Departments, local Certified Crop Advisors (CCAs) and DATCP Nutrient Management Specialist Ryan Erisman will be on hand to discuss what's new in SnapPlus as well as answer any questions you have about the program. Green Lake's training day will also have a Farmer Panel on Crop System Management to include:

- Chris Pollack from Pollack Vu Dairy, LLC (a participant in the Upper Fox Demo Farm); and
- Dave Jezwinski (an industrial hemp producer in his first year of growing).

Farmers will have time to work on their own plans and get coaching assistance as needed this day also.

Registration forms are available on the Fond du Lac County Extension website Calendar of Events at:

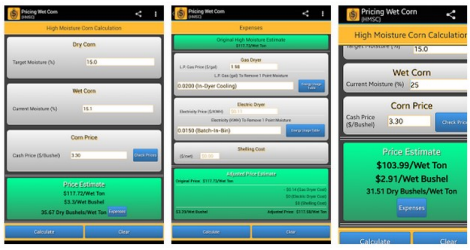
https://fonddulac.extension.wisc.edu/

High Moisture Shelled Corn App

It will soon be that time of year when Fond du Lac County dairy and beef producers and corn growers explore their options of buying and selling high moisture shell corn (HMSC).

To help farmers better evaluate their options, the University of Wisconsin-Extension has developed a Smartphone app to provide a simple way to help estimate the market value of HMSC based on three main variable-dry moisture corn, current corn moisture and price per bushel.

The HMSC$ app is free and available for Android smart phones and tablets on the Google Play store by searching for "HMSC" or go to: https://play.google.com/store/apps/details?id=com.smartmapps.corncalculator&hl=en



Farmers can use this app to help determine value for wet shell corn when compared with dry shell corn price – a link to current elevator dry corn bid prices is built into the app. The equivalent wet price is then calculated and displayed in both price per ton and price per bushel. Additional costs for drying and/or shelling can be evaluated under the expense tab. The app also features the ability to email the results directly to others.

Hay Market Report—11.12.19

Hay prices are strong. There is good demand for quality hay with a limited supply. Lower quality hay is being discounted on condition and moisture. In Wisconsin, prices remain strong for top quality hay. Quality hay supplies remain tight with a good supply of lower quality hay. Very busy week at the auction.

Straw prices are for oat, barley, or wheat straw. Prices are strong for all packages of straw. Small square bales averaged $4.60 a bale (range of $3.00 to $6.00). Large square bale straw averaged $71.00 per bale (a wide range of $40.00 to $110.00). Large round bale straw averaged $62.00 per bale (a range of $44.00 - $87.00).

Hay Grade	*Bale type*	*---------- Price ($/ton) ----------*		
		Average	Minimum	Maximum
Prime (> 151 RFV/RFQ)	Small Square	$244.00	$205.00	$340.00
	Large Square	$248.00	$200.00	$345.00
	Large Round	$201.00	$170.00	$235.00
Grade 1 (125 to 150 RFV/RFQ)	Small Square	$196.00	$160.00	$224.00
	Large Square	$201.00	$105.00	$305.00
	Large Round	$170.00	$95.00	$265.00
Grade 2 (103 to 124 RFV/RFQ)	Small Square		No Sales Reported	
	Large Square	$148.00	$95.00	$270.00
	Large Round	$142.00	$100.00	$225.00
Grade 3 (87 to 102 RFV/RFQ)	Small Square		No Reported Sales	
	Large Square	$150.00	$40.00	$190.00
	Large Round	$113.00	$30.00	$220.00

Bimonthly Extension Hay Market Demand & Price Report Available On-Line
https://fyi.extension.wisc.edu/forage/h-m-r/

Farmer to Farmer-Forage & Corn List

The **Farmer to Farmer Hay, Forage and Corn List** puts Wisconsin farmers in touch with one another for the purpose of buying and/or selling corn silage, high moisture corn, haylage, straw and other forages. Search just one county or several counties at the same time. Extension assumes no responsibility in the transaction of buying or selling the items listed on the website. All transactions and negotiations are handled directly between buyers and sellers.

- Add a listing
- Search listings
- Browse listings
- Remove my listing

Listings remain active for 60 days or until a request to remove is made.

http://farmertofarmer.uwex.edu

Extension
UNIVERSITY OF WISCONSIN–MADISON
FOND DU LAC COUNTY

227 Administration/Extension Building
400 University Drive
Fond du Lac, WI 54935

NON-PROFIT ORGANIZATION
US POSTAGE PAID
FOND DU LAC WI 54935
PERMIT 110

Mark Your Calendars for Upcoming Agricultural Events

We haven't moved!
UW-Fond du Lac is now the Fond du Lac Campus of UW-Oshkosh!

December 2019

9 **Soil, Water, and Nutrient Management Meeting**
10:00 am to 3:00 pm | Dodge County Administration Building | 127 E Oak Street, Juneau

10 **Beef Quality Assurance (BQA) Certification**
7:00 pm to 9:30 pm | Fond du Lac Campus, UW-Oshkosh | 400 University Drive | Room AE-205/206

10 **Soil, Water, and Nutrient Management Meeting**
TBD | Millhome Supper Club | 16524 Lax Chapel Rd, Kiel

11 **Snap+ Training**
10:00 am to 3:00 pm | Fond du Lac Campus, UW-Oshkosh | 400 University Drive | Room AE-205/206

12 **Beef Producer Meeting**
6:00 pm to 8:00 pm | Dodge County Administration Building | 127 E Oak Street, Juneau

18 **Fond du Lac County Forage Council Dairy-Forage Day & Annual Meeting**
10:30 am to 3:00 pm | Fond du Lac Campus, UW-Oshkosh | 400 University Drive | Room AE-205/206

January 2020

7 **Agronomy Update Meeting**
12:00 pm to 4:00 pm | Fond du Lac Campus, UW-Oshkosh | 400 University Drive | Room UC-113/114