

## Chester County Dairy Milk Lines

Walter Wurster  
Extension  
Dairy Agent



### Chester County Holstein Banquet

Tuesday, October 25, 1994, 7:00 p.m.

West Fallowfield Christian School, Atglen, PA

Business Meeting, Awards & Program Honoring:

PA Holstein Hall of Fame Member - John Umble

PA Master Farmers - Art, Joyce, Duane & Marilyn Hershey

Make reservations by October 15th with: Stan Guest, 469-6627,

Dick Hostetter, 857-2780 or Jane Pepple, 932-3975

### Chester County DHIA Annual Meeting

Thursday, November 17, 1994, 7:00 p.m.

East Brandywine Fire Hall, Guthriesville, PA

Good food, awards and entertainment by:

"Jakey Brudderschnip" and his Pennsylvania Dutch humor

Tickets will be available from technicians & directors in Mid-October

### Chester County DHIA - September 1994

Cows producing over 800 lbs. protein are:

Name	Breed	Age	Milk	Fat	Pro
Ken & Marilyn Umble					
Love	H	4-00	24,788	962	822
#Queen	H	3-00	24,450	979	832
Classy	H	3-00	29,251	1049	852
Marilyn & Duane Hershey					
Althea	H	4-10	27,361	701	821
Merle J. King					
Oaks	H	5-01	30,314	1154	966
Pixie	H	4-01	28,290	962	878
Faucett	H	3-07	24,779	1031	808
Fayne	H	2-11	24,761	786	816
Chris & Ches Stoltzfus					
Hattie	H	3-11	24,990	873	934
Ridge Star Farm					
85	H	4-01	30,548	1017	902
137	H	3-05	27,398	908	912
Tim & Phyllis Barlow					
Blink	H	8-00	32,236	965	1031
Jelly	H	6-00	31,667	885	892
Dawn	H	4-03	33,158	801	973
Walmoore Inc. # 3					
671	H	3-02	24,088	976	820
Rodney Bare					
39	H	4-06	28,279	902	899
High Point Acres					
Lisa	H	3-05	27,029	850	868
David K. Stoltzfus					
56	H	7-08	24,646	975	839
Dale Hostetter					
Laura	H	4-00	28,076	1010	854
Mark & Melody Stoltzfus					
Glory	H	4-01	24,712	928	802
Wilkinson Farm 1					
3146	H	3-00	28,672	977	835
Maplesway Farm					
Leafy	H	4-06	26,006	998	808
George Strutynski & Sons					
92	H	5-07	25,026	822	832
Richard L. Myers					
168	H	4-00	23,754	526	820
Liseter Farm					
Bonnie	G	4-08	23,087	1052	816
Melwood Farm					
Tommie	H	4-10	34,301	1053	1065
Sylvia	H	4-02	27,623	1184	945
Connie	H	3-00	29,753	1046	987
Daniel Z. Stoltzfus					
Fern	H	3-01	25,870	695	828
Breck-A-De Farm					
19	H	3-05	27,580	995	919
Pei-Valley Farm					
75	H	5-09	26,068	879	834
98	H	3-01	25,166	933	813

### Labor Issues on Dairy Farms

No matter how much automation is installed, dairy farming still requires many hours of labor to tend to the animals 365 days a year. Also, the people working with the herd must be skilled and well trained as more technical programs and equipment are introduced and higher and more economical milk production is strived for. Whether it is a family farm or a large partnership or corporation farm, the dilemma is not only where to find the help, but, once they are trained, how do you keep them.

This year Chester County Extension will be offering a two-day workshop on Labor Issues and Managing Human Resources on large and small farms. This program is an outgrowth of the Dairy MAP (Management And Profitability) workshops that were conducted in 1993 and 1994 and that will again be offered in 1995. The dates for all these workshop modules will be in future columns and newsletters, but in this column I would like to focus on some key considerations when working with employees, whether it is family members or outside help.

1. Communications: Probably the one biggest cause of labor problems is a lack of communications. When we talk about employee, that means all the help on the farm: - the spouse, the children, the parents or in-laws, as well as the hired employee. Does the worker know exactly what is expected of him or her? Is the employee given compliments for a job well done or do they only hear from the boss when something goes wrong? Does the employer listen to suggestions and concerns from the people who are doing the everyday chores? Does the employee get conflicting orders from more than one person on the farm? The list goes on, but you get the idea.
2. Training: It is the responsibility of the owner or manager to properly train the labor force if they expect to receive quality work in return. This also includes an emphasis on safety around the farm. Don't complain about poor performance if the worker does not have a complete understanding of how you want the chore done. Also don't assign tasks to your help, especially children, that is beyond their capabilities - that is asking for trouble and possibly a serious accident.
3. Working Conditions: More problems develop over working conditions than over salary issues. Does the hired help always get stuck with the most undesirable chores? Give them a break once in awhile and let them go to town for the machinery parts or mow the hay. If an employee has a boss that works along with them and doesn't mind doing some of those messy jobs occasionally, the atmosphere around the farm will be much more pleasant.
4. Compensation & Incentives: Today, especially in a suburban/rural county such as Chester, it is difficult to compete with industry's wage scale. However, there are still people who enjoy working with animals on farms as long as they receive a fair salary. Have a clear understanding on what the salary for a specific number of hours a week will be and if extra time is required, either pay overtime or offer them compensatory time-off. You cannot expect your help to work an unlimited amount of hours without some additional compensation. If you are going to offer an incentive program, be sure that the measure that the incentive is related to, such as low bacteria count, is an area that the employee can directly influence during his or her normal work day.

These are just a few of the key points that will be discussed in the Labor Issues Workshop.

No matter what size farm you have, consider enrolling in the program when the dates are announced.