



Penn State Cooperative Extension Capitol Region Dairy Team

MANAGING HISPANIC WORKERS Vinton E. Smith Dairy Management Agent Capitol Region

Many farm business owners and managers have begun hiring Hispanic employees over the past several years. This has been a very viable solution to meeting the labor requirements of a dairy farm or other agricultural business. However, there are many challenges that become apparent when the first Hispanic workers come to your farm.

The language barrier is often the first challenge that farm owners and managers recognize. Many Hispanic workers have limited English-speaking skills and few managers are fluent in Spanish. This issue first becomes obvious during an interview and continues to present a challenge as you train, manage, evaluate, reward, and lead your employees.

Two approaches to minimizing the language barrier problem are 1) the Hispanic employee learns English or 2) the dairy manager learns Spanish. I believe the best approach is actually a combination of these two options. In fact, once a manager has a very basic understanding of Spanish, he or she will learn that talking with their Hispanic workers in Spanish will build both of their language skills.

The employees will feel honored that you are trying to learn their language and will be more interested in trying to learn English. Together with your newly learned Spanish and the workers' newly learned English, you will learn how to effectively communicate with each other.

The second major challenge managers often face is understanding the Hispanic employees' cultural background. Growing up in Mexico, Guatemala, the Dominican Republic, Puerto Rico, or any of several other countries, Hispanic employees often have different perspectives and a different approach to the employee/boss relationship. Understanding these differences is the first step toward meeting the next challenge of developing a workplace that welcomes and appreciates these differences by all employees and family members on the farm.

Finally, learning strategies to improve your employee management skills is extremely important. This includes developing a thorough training program that assures all employees are properly trained and equipped to do their job. It also consists of an improved employee evaluation and reward system that motivates all employees to do the work correctly. Basically, it means that you become a good supervisor and team leader for your employees.

You will determine your success at hiring Hispanic employees! Simply ask yourself these questions:

- "Are you committed to improving communication by learning Spanish?"
- "Are you committed to learning about the background and culture of the Hispanic employees on your farm?"
- "Are you committed providing leadership of a multicultural team of employees?"

If you answered yes, you are well on your way to success.

There are two upcoming opportunities that will help you enhance your employee management skills and improve your ability to successfully hire and manage Hispanic workers. First, Penn State and Cornell universities are coordinating the "Managing the Hispanic Workforce Conference." It will be conducted at the Holiday Inn in Grantville Jan. 28-29 and again at the Canandaigua Inn in Canandaigua, N.Y. Jan. 30-31.

For more information, visit the conference Website at <http://www.ansci.cornell.edu/prodairy/> and click on the conference title or contact Robin Huizinga at dmconf@cornell.edu, (607) 255-4478.

The second opportunity consists of the "Spanish for Dairy-men" courses that are scheduled to begin Thursday, Feb. 6 and continue meeting every Thursday for 12 weeks. The "Beginner Course" will be conducted at the Cumberland County Extension office in Carlisle from 1:30 p.m. to 5:30 p.m. The "Intermediate Course" will be conducted at the Farm Credit office in Chambersburg from 8:30 a.m. to 12:30 p.m.

For more information, contact Vinton Smith at vsmith@psu.edu or (888) 472-0261, ext. 312.

Dairy Farmer Workshops Set

LANCASTER (Lancaster Co.) — The Capitol Region Dairy Team is presenting several workshops on the theme "Family Dairy Farms...How Successful Can You Be?"

Nearly all of Lancaster County's dairy farms are family owned and operated. This PSU extension program will focus on providing information and resources on financial tools and benchmarks that can help you and your family take greater control of your dairy farm's future.

Presenters will include: Dr. Charles Gardner from Agway; Jeff Mamett from Pharmacia; and Roland Freund, Beth Grove, and Vinton Smith from PSU Extension.

The topics will include:

- Using dairy business analysis and goal-setting for making informed decisions about your dairy operation.

• Planning for the next generation on the dairy farm.

• Managing and using available resources to improve profits.

These workshops will be conducted at the following locations: Tuesday, Jan. 21, Lighthouse Restaurant, Chambersburg (Franklin County); Wed., Jan. 22, Gratz Firehall (Dauphin County); Thursday, Jan. 23, Lancaster DHIA Lab, Manheim (Lancaster County); and Friday, Jan. 24, Fulton Grange Hall (Southern Lancaster County).

Each of the workshops will be conducted from 10 a.m.-2:30 p.m. The registration fee is only \$6 per person, which will help cover the cost of lunch and materials. For more information or to register for one of these workshops, call (717) 394-6851. All dairy producers and agribusiness persons are welcome.

Airville Fire Company Consignment Sale March 29, 2003 - 8:00 A.M.

To be held at 301 Frosty Hill Road

From Rte. 74 take 425S, go 1 mile to right on Frosty Hill Road, approx. 1 mile to sale.

Consignments Wanted

Tractor & farm equipment & related items. Motor vehicles, construction equip., lumber, sheds, household goods, quilts, crafts, horses & livestock, hay & straw.

All Proceeds to Benefit Airville Fire Company
Good Commission Rates

Lots of good food by Airville Fire Co. Auxiliary

For more information
and to have your items

advertised call: 717-862-1071
717-578-7731
717-862-3723

Advertising deadline is
March 8, 2003
Thanks for your support.



GUN - KNIFE & MILITARIA SHOW JANUARY 25 & 26

SAT 9-4 SUN 9-3

Lebanon Valley Expo Center
Exit 266, (Lebanon) Pa Turnpike,
take Rt. 72 north 5 miles - From Rt. 22,
take Rt. 72 South 10 miles
GUNS, KNIVES, MILITARIA
PLENTY of FREE PARKING
Info. 717-529-2595

PRIMITIVE AND COLLECTIBLE AUCTION

Saturday, January 25
9:30 AM

Located: Shamrock Auction Gallery
Rt. 6 Black Walnut (Formerly Tiffany's)
35 miles South of Vestal NY,
and 30 Miles North of Scranton

2 Primitive 4 dr. cupboards - 1 w/flour bins, pine dry sink, 1 dr. wainscoted cupboard, early 1 dr corner cupboard, butter print and walnut high bids, square oak table-swirl legs, oak D.L. table, 1 dr. oak library tables, stenciled wood dome top trunk, sev. painted dove tailed lift top blanket chests - 1 w/brass handles, pine tea table, stenciled tilt top table, red & white porcelain top table, chimney cupboard, yarn winder, flax wheel, youth chairs and highchairs, curved glass china w/claw foot-needs repaired, cottage and Depression dresser, mahogany vanity, wicker baby carriage, wicker table couch and chairs, bamboo couch, oak press back and bentwood chairs, hall trees, sev. dome and flat top trunks, wooden tool chests, several wooden iron boards, pine benches, dough box, folding drying racks, cabbage slicer, lard press, primitive wooden sleds - assorted sizes, snow shoes, wooden tubs and buckets, copper boiler, iron waffle griddles, agate, silver plate, copper items, splint baskets, pine shelves, oak medicine cabinets, advertising boxes and porcelain signs - Indian designs

Jug #2 Blue Flower-Wells - Utica, NY

**AO Whitmore #2 Blue Design Crock
Havanna, NY**

**2 Leaded Hanging domes,
oil lamps, Hummel's**

Collection Glassware: Orange Carnival, 2 copper luster pitchers, pink depression, Ruby Berry set, Limoges, pressed and pattern pieces

This Auction is a large collection of primitives with many small collectible items.
The Hall is packed plan a long day with 2 auctions going

TERMS: Cash/Visa/MC Lunch
10% Buyers Premium

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PMMB Announces Hearing

HARRISBURG (Dauphin Co.) — The Pennsylvania Milk Marketing Board (PMMB) will conduct a public hearing Jan. 27 for all Pennsylvania Milk Marketing Areas.

The purpose of the hearing is to receive testimony and exhibits concerning the level of the Class I over-order premium for March through June, 2003.

Persons who wish to present evidence at the hearing must file with the PMMB prior to 4 p.m., Jan. 21.

The hearing will take place Jan. 27 at 10 a.m. in Room 110 of the Agriculture Building, 2301 N. Cameron Street, Harrisburg.

ANNOUNCES AN ON-SITE ABSOLUTE BUSINESS LIQUIDATION AUCTION OF BENCHMARK LIGHTING 2475 LANCASTER AVENUE SHILLINGTON, PA SAT., JAN. 25, 2003 10:00 A.M.

Preview: Auction Day Only
9:00 A.M. to 10:00 A.M.

HELD AT: 2475 Lancaster Avenue (Business 222), Shillington, PA

300 new table and floor lamps consisting of brass-ceramic-china-art glass, 880 glass shades - some antique, 113 outdoor fixtures, 169 bathroom fixtures, hanging lights, 93 Flushmount, 25 wall sconces, 290 switch plates, 200 new lamp shades, display racks, charge card machines, office desk & chair and many other items too numerous to mention

TERMS: Cash or Approved Check
AUCTION FOR: Benchmark Lighting
AUCTION BY: Pennypacker-Andrews Auction
Centre, Inc

Cathy M. Pennypacker-Andrews
Lic. #AU-001254-L

PO Box 558, Shillington, PA 19607-0558
610-777-6121 or 777-5890

AUCTION Sat., February 1, 2003 10:30 A.M. Sharp

L.A. OUTTEN & SONS

67515 Wilsonia Neck Road
Machipongo, (Eastern Shore) VA
FARM EQUIPMENT OF THE LATE
LLOYD A. OUTTEN, JR.

From Norfolk, VA take the Chesapeake Bay Bridge Tunnel and follow Route #13 North 19 miles to auction or from Salisbury, MD take Route #13 South 84 miles to Machipongo. Look for auction signs.

The Outten Family has commissioned our firm to liquidate the entire farming operation.

10 - Late model John Deere 7800, 4 WD, 8640, (2) 4240, & 2940, Case IH 7240, 4 WD (Like new 900 Hrs), 1586, 1086 & H Farmall & (2) MF 275 Tractors, J.D. 450 Dozer, J.D. 7720 Titan II S/P combine 4 WD, Case IH 2155 Cotton Express 4 row cotton picker (like new), Tandem axle hyd. boll buggy, Harrell cotton baler, J.D. 6500 Highboy sprayer, 25-Chev., Int., GMC & Ford with grain, bulk Y flatbed bodies, 2-Chev. 10-wheeler with 22' J.G. grain dump bodies, 6-late model Hobbs, Ever-Rain & Long Hard hose irrigation systems, 10-Irrigation pumps (diesel & gas), approximately 700 joints 5", 6" & 8" irrigation pipe, plus drawlines, couplers, risers & sprinklers. Plus a full line of late model farm & potato equipment. Also a full line of nice shop equipment This is one auction you don't want to miss Something for everybody.

For complete list and photos, see our website at www.PeoplesAuctionCo.com Viewing Fri Jan 31 from 10 to 4 & Auction Day.

For Information & Color Brochure, Call
Peoples Auction Co., Inc
Chesapeake, VA
(757) 421-2525 - VAF #527