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# Buckeye Dairy News

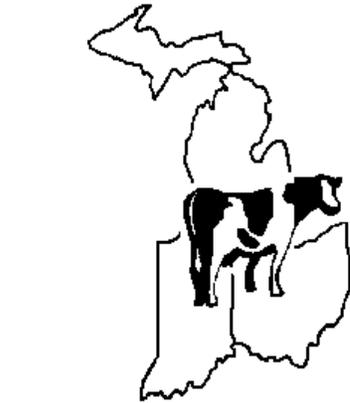
## ANOTHER GREAT TRI-STATE DAIRY MANAGEMENT CONFERENCE IN THE MAKING

*Normand R. St-Pierre*  
*Dairy Extension Specialist*

With the recent rise in milk prices, the mood in the dairy industry has improved considerably. But in good times as in bad times, smart dairymen never miss a good opportunity to polish their management skills, to learn new practices and to mingle with their peers. Smart dairymen will make sure to attend the **Tri-State Dairy Management Conference on November 7 and 8, 2001.**

Held in Ft. Wayne, Indiana every two years, the Conference provides dairy producers in the Tri-State area with a unique opportunity to attend a dairy conference of national notoriety right in their backyard. This year, the Planning Committee which is made of producers, industry people and extension personnel from Indiana, Michigan and Ohio, has carefully selected a range of speakers and topics to cover the whole range of dairy farm structure in our area, from large to small. Most of the program uses a break-out format where attendees can select two presentations of interest out of four concurrent sessions.

In the opening session, conference participants will be provided with a thorough update of environmental regulations in the Tri-State area and how these regulations can affect their operation. An analysis of changes in milk marketing followed by an eye-opening presentation on important changes in the dairy landscape will complete the first morning session. After a tasty lunch (included in the registration fee), participants will select two out of four presentations on cow reproduction. Topics range from heat detection to reproduction management in small herds, to semen sexing. The second half of this first afternoon will focus on financial and people management. Topics such as Hispanic labor management, simple yet useful ways to calculate and use cost of production (very applicable in small herds) and two producer panels talking about buying groups and utilizing local labor will make



the selection of which sessions to attend difficult. Old friendships will certainly be renewed during the reception. A secret, special guest will be addressing the crowd as they enjoy hors d'oeuvres and muncies graciously provided by loyal industry sponsors.

The second day opens up with a session on cow comfort: cow behavior management, feed management, parlor management and technology management on small farms will be covered by regionally and nationally renowned speakers. The last session will cover some of the important issues in transition cow management, including mastitis management, feed additives for transition cows, practical aspects of top transition management, and an exclusive presentation on what to expect if you milk heifers before calving.

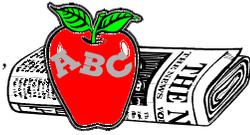
The registration fee is \$99 per person, including refreshments during breaks, one breakfast, one lunch and one copy of the proceedings. You can download your own copy of the registration brochure at the following address:

[www.ag.ohio-state.edu/~ansci/tristate/index1.htm](http://www.ag.ohio-state.edu/~ansci/tristate/index1.htm)

Copies are also available at your local OSU-Extension office or by calling Amanda Hargett at 614/688-3143.

# Employing Minors on Your Farm

Chris Zoller  
Extension Agent,  
ANR/CD



The past several weeks I have received a number of calls about employing minors on dairy farms. One reason for these calls is that many employees have just returned to school and employers are concerned about special regulations to follow once classes have resumed. Are there any special rules? Yes there are and the following paragraphs will help answer some of the more common questions I have received.

## Who is Covered?

The employment of minors under age 16 is subject to federal requirements set by the Fair Labor Standards Act and the agriculture requirements are less than for many other industries. In 1967, the U.S. Secretary of Labor determined that certain jobs in agriculture are hazardous to children under 16 years of age. However, like many other federal regulations, there are exemptions. These include the employment of children under 16 years of age when employed on farms owned or operated by their parents or guardians and those who have completed an approved tractor and machinery certification course.

In addition to federal hazardous occupation regulations, there are also state regulations. For most Ohio laws, a person under the age of 18 is considered a minor and the Ohio Revised Code prohibits minors from working in certain hazardous jobs related to agriculture. The Ohio list of hazardous occupations is the same as the federal list, but the Ohio code sections and related regulations say the Ohio hazardous occupation list applies to those under 16 years of age. There are many sections of the Ohio Revised Code concerned with the employment of minors that do not apply to minors employed on farms. These include obtaining an age and schooling certificate (unless you em-

ploy children of migrant workers); keeping a list of minor employees; and paying the minimum wage.

## Hazards Occupations in Agriculture:

Although it would be easier to list the non-hazardous jobs in agriculture, below is a list of those jobs declared hazardous by the U.S. Secretary of Labor. Because of space limitations, the full details of each hazardous occupation can not be provided here. Please see a copy of the "Ohio Farm Labor Handbook" for complete details. Jobs designated as hazardous to youth under 16 years old include:

- Operating a tractor of more than 20 PTO horsepower, or connecting or disconnecting implements from such a tractor.
- Operating any of the following:
  - Corn picker, combine, hay mower, forage harvester, hay baler or potato digger.
  - Feed grinder, grain dryer, forage blower, auger conveyor or the unloading mechanism of a non-gravity type self-unloading wagon or trailer.
- Operating a trencher, earth moving equipment, fork lift, or power-driven circular, band or chain saw.
- Working in a yard, stall or pen occupied by a bull, boar or stud horse; or sow with suckling pigs or cow with newborn calf.
- Felling, bucking, skidding, loading or unloading timber with butt diameter of greater than six inches.
- Working on a ladder at a height of more than 20 feet.
- Driving a bus, truck or automobile or riding on a tractor as a passenger.
- Working in a forage, fruit or grain storage facility; an upright silo within two weeks after silage has been added or when a top unloading device is operating; a manure pit; or a horizontal silo when operating a tractor for packing purposes.

- Handling or applying pesticides with the words or symbols "Danger", "Poison", "Skull and Crossbones" or "Warning" on the label.
- Handling or using blasting agents.
- Transporting, transferring or applying anhydrous ammonia.

## When Can Minors Work?

Under the federal regulations, minors under 16 years of age may not be employed during school hours unless employed by their parent or guardian. Unless provided a special exemption, minors are subject to the following restrictions:

1. No person under 16 years of age is to be employed:
  - a. during school hours
  - b. before 7:00am or after 9:00pm from June 1 to September 1 or during any school holiday of five school days or more duration, or after 7:00pm at any other time.
  - c. for more than three hours a day in any school day.
  - d. for more than 18 hours in any week while school is in session.
  - e. for more than eight hours in any day which is not a school day.
  - f. for more than 40 hours in any week that school is not in session.
2. No person under 16 years of age is to be employed more than 40 hours in any one week nor during school hours unless the employment is incidental to a state approved program.
3. No minor is to be employed more than five consecutive hours without allowing the minor a rest period of at least thirty minutes.

(continued on page 4)



## How's Your Herd's Somatic Cell Count?

Ernie Oelker,  
ANR. Extension Agent

Dairy herd managers are generally well aware of the negative impact of mastitis on their herd. Most managers are also quite aware of housing factors that affect the incidence of mastitis, such as bedding with organic materials (sawdust, straw or a combination of these). Bacteria need moisture, heat and a food source to grow rapidly. A dairy manager's preoccupation with other farm activities (i.e., field work) often adds to the problem. Perhaps I can help by reminding you of some of the factors contributing to increased incidence of mastitis and then reviewing proper sanitation and milking procedures.

According to the Dairy Practices Council, somatic cells in milk consist primarily of leucocytes or white blood cells, but somatic cell count (SCC) also includes some epithelial or milk secreting cells from the udder. As of July 1, 1993 the regulatory action level for somatic cells in milk from cows and goats became those counts in excess of 750,000 per ml. Such milk is of poorer quality and abnormal composition, almost always because of mastitis infections.

Some types of mastitis cause an elevation in SCC, but do not cause any signs on the strainer or in a strip cup. This is called sub-clinical mastitis. Every doubling of the SCC starting at around 50,000 SCC/ml costs the producer 200 to 400 pounds of milk per cow per year. If the herd is at the regulatory limit of 750,000 SCC, total milk losses may exceed 1,500 pounds per cow per lactation. Also, as the SCC increases above 200,000, protein degradation begins and cheese yield losses increase. At 600,000 SCC loss of 2% of expected cheese yield is possible.

Milk that is visibly abnormal, tastes or smells bad indicates mastitis infection and is easily detectable. Most samples of such milk have elevated SCC and contain mastitis organisms that can be cultured. However, most cows that have mastitis will show no sign of in-

fection. It is not unusual to find herds at 750,000 SCC that show few clots on the strainer and very few clinical mastitis cases. Withholding from sale visibly abnormal milk alone will not eliminate a mastitis problem. A normal cow will be below 100,000 SCC. A herd average of 300,000 SCC or higher is cause for concern and mastitis control should be evaluated.

Generally accepted guidelines and goals for Somatic Cell Counts:

Herd average SCC	<200,000 SCC
80% of cows	<200,000 SCC
90% of cows	<400,000 SCC
less than 5% of cows	>750,000 SCC

Clinical mastitis should affect less than 1% of cows per month. The lower the SCC that can be achieved the better.

The goal of a good mastitis control program should be to identify and eliminate the cause of the mastitis, not just treat the clinical cases and dry off animals properly. If your herd has a SCC over 200,000 or clinical mastitis in more than 1% of the herd each month, call your veterinarian, county extension agent and dairy field man for assistance. Cleanliness of animals, housing conditions, udder prepping and proper milking procedures all must be evaluated. Be sure every milker properly does the milking procedure every time and that teats are dipped properly with a dip that is known to be effective.

### Explanation of Proper Milking Procedure for Machine Milking

This procedure can be posted in the milkhous or milking parlor for review by personnel as needed:

1. If teats are visibly soiled, wash them with an individual towel wetted with a sanitizing solution compatible with your teat disinfectant. Otherwise proceed to step 2. It is essential to achieve good hygiene on a 24 hour basis to produce good milk quality.
2. Completely coat each teat to the base of the udder with a teat disinfectant. Use a product that is labeled as a predip and has been shown to be effective in preventing intra mammary infections (IMI). Be sure

to cover the entire teat and allow for at least 30 seconds contact time.

3. Observe the foremilk from each teat for abnormalities. Do not strip into your hand. If you check the milk before predipping, be sure to attach the unit within one minute to maximize milk let down.
4. Dry teats thoroughly with individual paper towels to remove all the teat disinfectant to eliminate residues. Do not touch the teats with your hands after removing the teat disinfectant.
5. Attach the milking unit between ½ minute and 1 minute after the start of udder stimulation.
6. Adjust milking unit as necessary for proper alignment to prevent "squawks", liner slips and air admission, especially at the end of milking when the slightest "squawk" will greatly increase the risk of new IMI.
7. Shut off the vacuum before removing the unit.
8. Immediately after unit removal, coat each teat with an effective teat disinfectant that has been shown to be effective at preventing new IMI.

### Cautions:

When using a predip or spray, coat the entire teat.

If re-circulating dip cups are used, discard the used teat disinfectant and wash the dip container after each milking.

In freezing weather be sure liquid post teat disinfectant has dried or has been removed before allowing animals to go outdoors into cold temperatures.

Milking systems must be maintained and evaluated on a regular schedule by qualified service representatives. Teatcup liners must be changed according to manufacturers recommendations. Make sure the equipment used to milk fresh cows and treated cows is cleaned and maintained as well as the rest of the milking equipment.

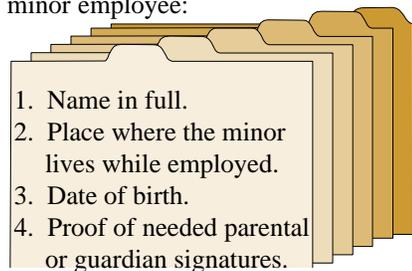
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**What Records Should I Keep?**

The Federal Regulations require employers of minors under 16 years of age to maintain and preserve records with the following information about each minor employee:

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1. Name in full.
  2. Place where the minor lives while employed.
  3. Date of birth.
  4. Proof of needed parental or guardian signatures.

Keep in mind that minors employed by a parent or guardian are exempt from these record keeping requirements.

The Ohio Revised Code exempts agricultural employers from record keeping provisions related to minors. However, the Ohio Revised Code requires an agreement as to wages for work to

be performed be made between the employer and a minor before employment begins. For the protection of the employer, this agreement should be in writing and signed by both parties.

The state agency responsible for enforcement of the Ohio Code as it relates to prohibited jobs for minors is: Division of Minimum Wage, Prevailing Wage and Minors, Department of Industrial Relations. You may contact them at 614-644-2239.

With the school year ready to resume remember to keep in mind the rules to follow regarding minors and farm employment. Kids are often excited about their job and want to work extra hours and do the jobs that only the “adults” are allowed to do. It is your responsibility as the employer to make sure you follow the rules and keep your farm a safe place to work.

(This article was written from materials contained in Ohio State University Extension Bulletin 833, *Ohio Farm Labor Handbook*, written by Dr. Bernie Erven and Russell Coltman, The Ohio State University. Copies of the *Ohio Farm Labor Handbook* are available for purchase through your local county Extension office).

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