



The Wisconsin State Capitol building in Madison, Wis.

dairy Forward

en español

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Driver's cards

DBA builds coalition to support driver's card legislation

By John Holevoet, director of government affairs



DBA has worked for over a decade to pass legislation that would allow people to get a driver's card regardless of their immigration status.


Sadly, this legislation has been very difficult to get done.

During this legislation session, DBA started to build a coalition of groups to

support driver's card legislation. We need to show lawmakers that people from all over the state and of every political viewpoint, support this effort. We want our coalition to include business groups like DBA, law enforcement, religious organizations and immigrant advocacy groups.

We know there are lawmakers who want to work on this issue. Our coalition will give them the confidence to push forward,

despite the opposition they might face.

It will be a victory to see a bipartisan bill on driver's card introduced. Even better if we can get a public hearing on the bill, so members of our coalition can speak out in favor of the measure. That is an important step that we have not been able to reach yet. 

Radical animal rights activists

A message for dairy farm employees

By Jorge Delgado, Alltech



The Animal Agriculture Alliance and the FARM Program, together with Alltech and Elanco, have joined forces to protect

and alert you about an issue that affects all of us working in the Dairy industry.

The reason for this letter is to thank you for the hard work you do for the dairies in this country.

We want to thank you for your effort in taking care of the animals that support your family and thousands of families.

You and your care and concern for the animals are very important parts of the dairy industry.

Your work is very important, and many people are very thankful for what you do to help produce one of the most complete and healthy foods: milk.

You, who work hard day by day to give your family a better life, have the respect and the admiration of many.

Thank you for feeding your family, our families and for taking care of the animals which are the basis of your livelihood.

Regrettably, the industry that you represent and the same industry that helps support your family is under attack by animal rights activists.

This has caused the dairy industry to be threatened by these organizations that are seeking to destroy the name of the farmers, the work of your peers and your work.

Today we need your valuable help. We want you to help us defend what you and your employer have built with a lot of effort and sacrifice.

A number of animal rights organizations,

represented by radical activists, are working to grant animals the same legal rights as human beings by eliminating the consumption of food and the use of other products derived from animals such as milk and meat.

What are animal rights?

Animal rights activists promote the belief that animals are equal to humans and that they should be free, not to be used as food, entertainment, research or any other purpose.

We believe that this way of thinking is an attack on farmers and our families.

Animal rights are very different from animal welfare or animal care, which is related to the welfare state of the animals and the care that they receive from farmers and people like you.... a proud employee that cares for the cows on your farm.

Animal rights activists use a variety of tactics to put dairy farmers, their families and your family out of business and encourage consumers to stop eating meat, chicken, milk and eggs.

Some of the tactics these individuals use include disguising as undercover employees, surveying the dairies with cameras, and even trespassing or breaking and entering, stealing animals and protesting in public places or on your dairies.

Remember that organizations such as The Animal Agriculture Alliance monitors animal rights activists and works to help protect dairy farms.

What is an "undercover" employee?

Several animal rights organizations, such as PETA, Mercy for Animals, and Animal

Recovery Mission, hire people whose job is to get hired by a dairy to work with the cattle and record videos of anything that they believe might look bad to the public; in many cases, these are videos that misrepresent the actual conditions at the dairy.

In the past, animal rights organization activists posing as dairy employees have encouraged their co-workers to abuse the animals to get the images they want.

Once they obtain such misleading images, they send the images to the animal rights organization which releases parts of the video to media or on social media, changing the true story of the work you do with great pride and with a lot of respect.

The purpose of these videos is to encourage the public to stop eating meat, milk and other animal products.

If you ever see a co-worker mistreating your animals or not following the dairy's rules regarding respect for animals, inform your employer immediately.

If you ever see a co-worker recording videos with a camera or a cell phone in a suspicious way or trying to hide a camera, let your employer know or talk to the manager immediately so that he or she can investigate further and determine if the individual is recording videos in violation of your employer's policies.

"Surveillance" of dairies by activists

Animal rights organizations encourage their followers to get videos and images of dairies by taking photos from public roads or nearby land, using drones or following trucks carrying animals.

The purpose of this is to share these images on social media or use them to start

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investigating the best way to get in to your dairy without permission or authorization of the dairy's operators.

If you see suspicious people taking pictures of barns, animals or trucks, please inform your manager or the dairy owner. Do not engage or attempt to stop them on your own.

Visitors

The dairies where you work often have visitors who are welcome – such as nutritionists, salespeople, veterinarians, inspectors, groups of tourists and others.

Unfortunately, animal rights activists may try to gain access to dairy property by posing as one of these types of visitors when their real purpose for being there is to steal animals, record and/or stream live videos on social media that misrepresent conditions at your dairy or to protest.

If you encounter an unaccompanied visitor at your dairy, take them to the office or the entrance, ask them what his/her name is and ask him/her to share the reason for his/her visit.

Ask him/her to leave if he/she does not have an appointment or a legitimate reason to visit the dairy.

If the visitor doesn't want to leave, stay calm and call your manager immediately.

Prevention measures

- » Talk to your employer about the specific procedures your dairy has to handle visitors.
- » Read, understand, commit and sign the code of ethics document provided by your employer from the FARM program.
- » The code of ethics or “cow care agreement” confirms your commitment and responsibility to the highest standards of animal care. By signing this agreement, you are confirming that responsibility and also acknowledging that you understand that animal abuse, neglect, harm and mishandling are unacceptable and will not be tolerated and that you will immediately report any signs of deliberate animal abuse, neglect, harm or mishandling to a supervisor.
- » Don't post videos on your social media of your dairy about circumstances that misrepresent the manner in which your dairy is operated or the way your cows are treated.
- » Recommend your employer hire friends or family members that you know, and trust will treat the animals at your dairy properly. This will avoid hiring people who have bad intentions toward the animals at your dairy—

people who might encourage others to harm these animals to prove a point.

- » Do not accept money from people to harm your animals.
- » Have an accessible and visible list of important telephone numbers in your dairy.
- » If you suspect that someone at your dairy—whether a visitor or coworker—is in fact an animal rights activist who may have plans to harm or exploit the animals at your dairy, notify management and do not speak with them about the animals.
- » Talk to your employer about photography and filming regulations on your dairy.
- » Ask to receive proper training on how to move and manage cattle.
- » Take care of and protect the animals that support your family.
- » Hitting animals is not a brave act. If you feel tired or angry, know how to recognize those symptoms and take breaks or ask for help before making bad choices.

Thank you so much for your help.

Jorge Delgado manages training and talent development for dairy workers in Alltech's T²R program. Contact Jorge at (612) 210-0020 or jdelgado@Alltech.com 🇺🇸

Member profile: Miguel Aguilar, Cottonwood Dairy



Miguel Aguilar has worked for 17 years at Cottonwood Dairy in Wiota, Wis.

DBA: *What was your first job at Cottonwood and now current job?*

Aguilar: My first job was a milker. Now I am the calf and young stock manager. All calves are kept in hutches until they are two months old. From there they are moved to group housing. At five months old, they go to a heifer grower in a nearby town.

DBA: *How do you continue learning about dairy farming?*

Aguilar: Personally, I am continuously working on improving my English language skills. Professionally, I learn from the people who come to the farm like the nutritionist and the veterinarians during herd checks. My employers have also sent me to dairy industry events and meetings to learn new things.

DBA: *What advice do you have for someone new to working on a dairy?*

Aguilar: My advice to anyone who starts working on a dairy farm is to work hard and do your job right. Follow the instructions that your manager has given you. Follow instructions all the time, not just when someone is watching. Don't be a rebel.

Lastly, time is the best teacher. The more time you spend in a job, the better you will become at it. This will help you take on new responsibilities. 🇺🇸

Preparing for an interview



By Frankie Rodriguez,
Agri-Staff

The first important step for an interview is to be at the farm at the exact time, or a few minutes before, the interview is scheduled for. This is important because most of the time the person who will be conducting your interview has other duties to attend to, so it shows responsibility and respect if you arrive on time.

We do understand that a setback can come up, but you should make sure that you determine ahead of time how long it will take to travel, and leave a couple minutes early, or call if you are unable to make it. Be prepared with any questions you have regarding the position. It can be about the duties that the job entails, what shift it will be, the hours that will be worked in a day/

week or per pay period, the pay per hour, and any other compensation.

Another important thing to have ready is your information about your previous employment. Have a list of your 2-3 most recent employers including the name of farm, location, what jobs you did there, and how long you worked there. It is very helpful, and will make you look good, to provide 2-3 professional reference of people you have worked with before (owners, managers, or supervisors).

Lastly, when you agree to take the job, please make sure you are 110% sure that you will do so. It looks bad on your end if you say you will take the job and then not show up for the day you are scheduled to start training. If any issues arise, be sure you have a contact number for the farm, so you can contact them immediately. 🇺🇸

Maximize your team's learning potential!



By Elsie Gonzalez M.S.,
Motiva Consulting

Effective employee training has huge returns because it promotes employee engagement reducing employee turnover, increases productivity, reduces downtime and improves overall work quality. Everyone learns differently, and understanding how individuals prefer to learn will help us better meet their training needs.

Learning styles can be classified into seven categories, each with specific learning preferences. However, people will not exclusively fit into one style but a combination of these.

- » **Auditory:** Prefer learning with sounds, recordings, music, and rhymes.
- » **Visual:** Prefer learning using pictures, images, diagrams, maps, and colors.

» **Physical:** Prefer learning using body, hands and sense of touch. Most learn by doing, drawing, using physical objects, and role playing.

» **Verbal:** Words, both in speech and writing. Writing or reading out loud are effective strategies.

» **Social:** Prefer learning in groups or with other people.

» **Solitary:** Prefer learning by studying and working alone.

» **Logical:** Prefer learning using logic, reasoning and systems. They need to understand the reasons behind to understand concepts.

Work intentionally to identify patterns and preferred learning style of the members of your team and provide opportunities for learning through various styles. This will help reduce frustration and maximize your team's learning potential. 🇺🇸