

Webinars

# enhance

Resources for **DAIRYWOMEN**  
without leaving the farm



[DairyGirlNetwork.com](http://DairyGirlNetwork.com)



# National Dairy FARM Program

*Farmers Assuring Responsible Management*

# Program Goal

Assure Consumers & Customers that dairy farmers care for their animals, workforce and land in a humane and ethical manner.

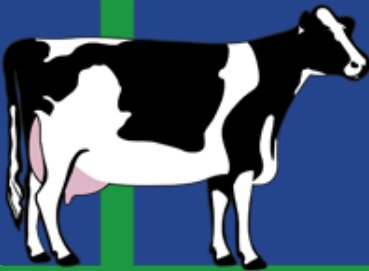


ANIMAL CARE

ANTIBIOTIC  
STEWARDSHIP

ENVIRONMENTAL  
STEWARDSHIP

WORKFORCE  
DEVELOPMENT



# FARM Program Staff

**Emily Yeiser Stepp**

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FARM Program, NMPF



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Director, Sustainability  
Initiatives, NMPF



# Animal Care

# FARM Animal Care



Does	Does Not
Framework and foundation for on-farm animal care	Ensure a culture
Create a culture of continuous improvement	Replace supervision & management of employees
Outcomes, science based, facility and size neutral	Guarantee BMPs are followed
Snapshot of farm management practices	Eliminate threats to consumer trust
Requires producer monitoring, oversight and active participation on-farm	

# Who makes decisions about FARM Animal care?

FARM Animal Care is updated every 3 years by the **FARM Animal Care Technical Writing Group** which consist of:

- Farmers
  - Farmer Advisory Council
- Academics
- Veterinarians
- Cooperative/Processor staff





# Farmer Advisory Council



Milk Marketer	Name
Agri-Mark	Nate Chittenden
California Dairies Inc	Tony Louters
Cayuga Marketing	Jeremy Brown
Darigold	Dan DeGroot
DFA	Brian Hardy
First District Association	Duane Laveau
Foremost Farms	Kristipher Scheider
Grande Cheese Company	Sandy Larson
Hilmar Cheese Company	Frank Dinis
Land O' Lakes	Stuart Hall
Land O' Lakes	Deb Reinhart
Maryland Virginia	Jim Biddle
Organic Valley	Leon Corse
Select Milk Producers	Mike Visser
Southeast Milk Inc.	Sutton Rucks
Tillamook	Mike Prince
United Dairymen of Arizona	Jim Boyle
Maryland Virginia	Jennifer and Justin Malott

# Animal Care Continuous Improvement

Version 1.0  
(2009 – 2012)

Voluntary  
Participation

Version 2.0  
(2013 – 2016)

Mandatory  
Participation

Voluntary Action  
Plans

Tail-Docking  
Phase-Out 2022

Version 3.0  
(2017 – 2019)

Greater  
accountability

Mandatory  
Corrective Action  
Plans: Training;  
VCPR; Tail Docking

Critical Control  
Points

Probation/  
Suspension

Version 4.0  
(2020-2022)

Public Comment  
Period on Draft  
Standards  
Currently Open

[Nationaldairyfarm.com](http://Nationaldairyfarm.com)



# Animal Care – International Standards Organization (ISO)



- FARM is world's **first animal welfare program to be ISO certified**
  - Certification = FARM Program meets OIE Standards on Animal Welfare & Dairy Cattle Welfare
- **Increases trust** from dairy customers (here and abroad) about program
- Helps **facilitate international trade negotiations**



# FARM Animal Care by the Numbers

**135** Participating Co-ops and Proprietary Processors

Covers **98%** of the United States domestic milk supply in 49 states

Over **50,000** 2nd party evaluations completed to date

Over **450** trained FARM Animal Care Evaluators



# Program Components

## Best Management Practices

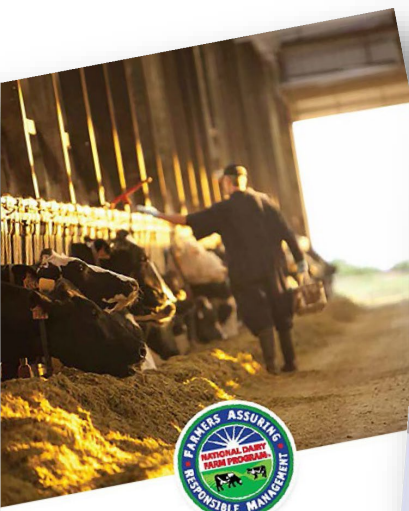


## Second-Party Evaluations

- Pre-Interview
- Interview Questions
- Animal Observations
- Closing Interview
- Follow-up; Action Plans

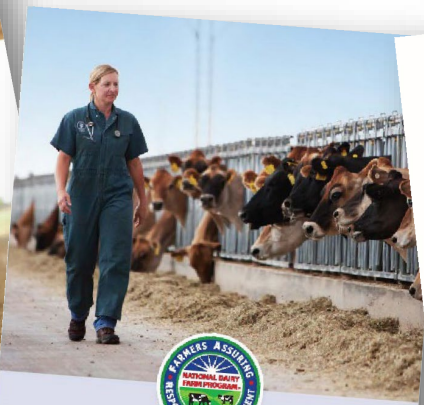
## Third-Party Verification





# Cuidado Animal

MANUAL DE REFERENCIA



# Milk & Dairy Beef Drug Residue Prevention 2017

FDA-Approved Drug Withdrawal and Withholding Times  
POCKET GUIDE

### Herd Health Plan

**FARMER ASSURING RESPONSIBLE MANAGEMENT**

Farm Name: \_\_\_\_\_ Farm Owner: \_\_\_\_\_  
 Owner/Manager: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Telephone: \_\_\_\_\_

Local Veterinarian: \_\_\_\_\_  
 Name: \_\_\_\_\_ Telephone: \_\_\_\_\_  
 Address: \_\_\_\_\_

Emergency Contacts: \_\_\_\_\_  
 Name: \_\_\_\_\_ Telephone: \_\_\_\_\_  
 Address: \_\_\_\_\_

### EMERGENCY CONTACTS

NÚMEROS DE EMERGENCIA

Placing the farm and address numbers of emergency contacts in a prominent place in the owner's facility to employees, hired languages is necessary to speed communications in an emergency.

**FARM NAME**  
 NOMBRE DE GRANJA: \_\_\_\_\_

**ADDRESS**  
 DIRECCION: \_\_\_\_\_

**OWNER/MANAGER**  
 PROPIETARIO/GESTOR: \_\_\_\_\_

**TELEPHONE**  
 TELEFONO: \_\_\_\_\_

**LOCAL VETERINARIAN**  
 VETERINARIO LOCAL

**NAME**  
 NOMBRE: \_\_\_\_\_

**TELEPHONE**  
 TELEFONO: \_\_\_\_\_

**FOR GENERAL EMERGENCY SERVICES, CALL 9-1-1**  
 EN CASO DE EMERGENCIA, LLAME AL 9-1-1

## CONSIDERATIONS FOR CULLING & TRANSPORTING DAIRY ANIMALS TO MARKET

- Do not move non-ambulatory animals to market under any circumstances.
- Make the decision to treat, to cull, or to euthanize animals promptly. Sick and injured animals should be segregated from the herd.
- Delay transport of an animal that appears to be exhausted or dehydrated until the animal is rested, fed and rehydrated.
- Milk all cows that are still lactating just prior to transporting to a packing plant or a processing facility.
- Use a transportation company that is knowledgeable about your animal care expectations and provides for the safety and comfort of the animals during transport.
- Do not transport animals to a packing or processing facility until all proper treatment, withdrawal times have been followed.
- Do not transport animals with a poor body condition, generally a Body Condition Score of less than 2 (1-5 scale).
- Do not transport heifers or cows where calving is imminent and likely to occur during the transportation or marketing process.
- Do not transport animals that require mechanical assistance to rise and walk, except to receive veterinary treatment. When using any handling devices, abuse is never tolerated (see FARMA Willful Mistreatment Protocol, Chapter 8).
- Do not transport animals with bone fractures of the limbs or injuries to the spine. Animals with a recent fracture unrelated to marketing should be culled and transported directly to a packing or processing facility.
- Do not transport animals with conditions that will not pass pre-slaughter inspection at a packing or processing facility. If unsure, consult with your veterinarian before transporting an animal to a packing or processing facility.

### CONDITIONS THAT WILL NOT PASS PRE-SLAUGHTER INSPECTION

Dairy producers should not transport animals with conditions that are unlikely to pass pre-slaughter inspection. These conditions include, but are not limited to:

- Cancer eye
- Blindness in both eyes
- Fever greater than 103°F
- Drug residues
- Peritonitis
- Fractures or lameness (3 or greater on the Locomotion scale)
- Unreduced prolapses
- Cows that are calving or have a high likelihood of calving during transport
- Distended udders causing pain and amputatory issues
- Suspected central nervous system symptoms
- Visible open wounds

**FARMER ASSURING RESPONSIBLE MANAGEMENT**

**Q Beef Quality Assurance**

**DMG DAIRY MANAGEMENT INC.**



# Milk & Dairy Beef Drug Residue Prevention

Reference Manual 2017

**DAIRY STOCKMANSHIP SKILLS**  
Dairy Stockmanship

**CALF CARE**  
Calf Care

**Euthanasia Guidelines**  
Euthanasia Guidelines

**RECORD KEEPING & DRUG RESIDUE PREVENTION**  
Record Keeping & Drug Residue Prevention Act Industry Opportunity

**Building Strong Herd Health Programs**  
Building Strong Herd Health Programs

**CATTLE MARKETING**  
Cattle Marketing

**PAIN MITIGATION**  
Pain Management

**EMERGING ISSUES**  
Emerging Issues

**FARMER ASSURING RESPONSIBLE MANAGEMENT**

**Beef Quality Assurance**

## UNDERSTANDING DAIRY CATTLE STOCKMANSHIP



# MERCK

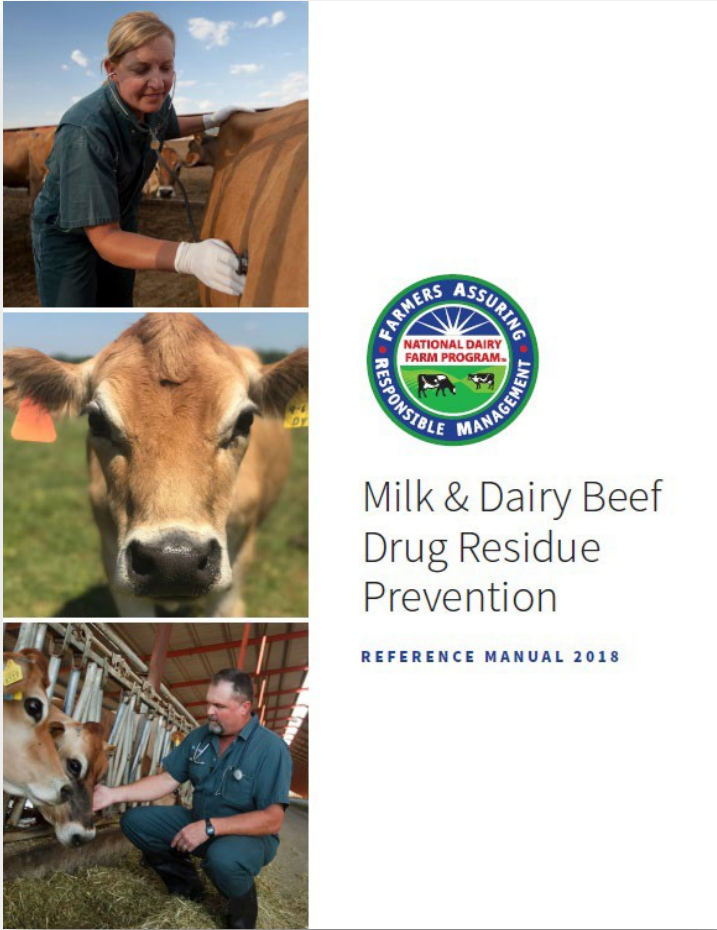
Animal Health

# Antibiotic Stewardship



FARMERS ASSURING  
RESPONSIBLE MANAGEMENT

# FARM Antibiotic Stewardship Resources - *Manuals*







# Environmental Stewardship

# Environmental Stewardship

## Who

- A voluntary option for any FARM Program participant. Companies opt in through the FARM database
- Companies can use the FARM ES sampling protocol to select a representative sample of farms

## What

- A model to generate a dairy's carbon and energy footprint
- 48 inputs needed to generate the output results that explain 98% of the variability in a farms carbon footprint

# Environmental Stewardship

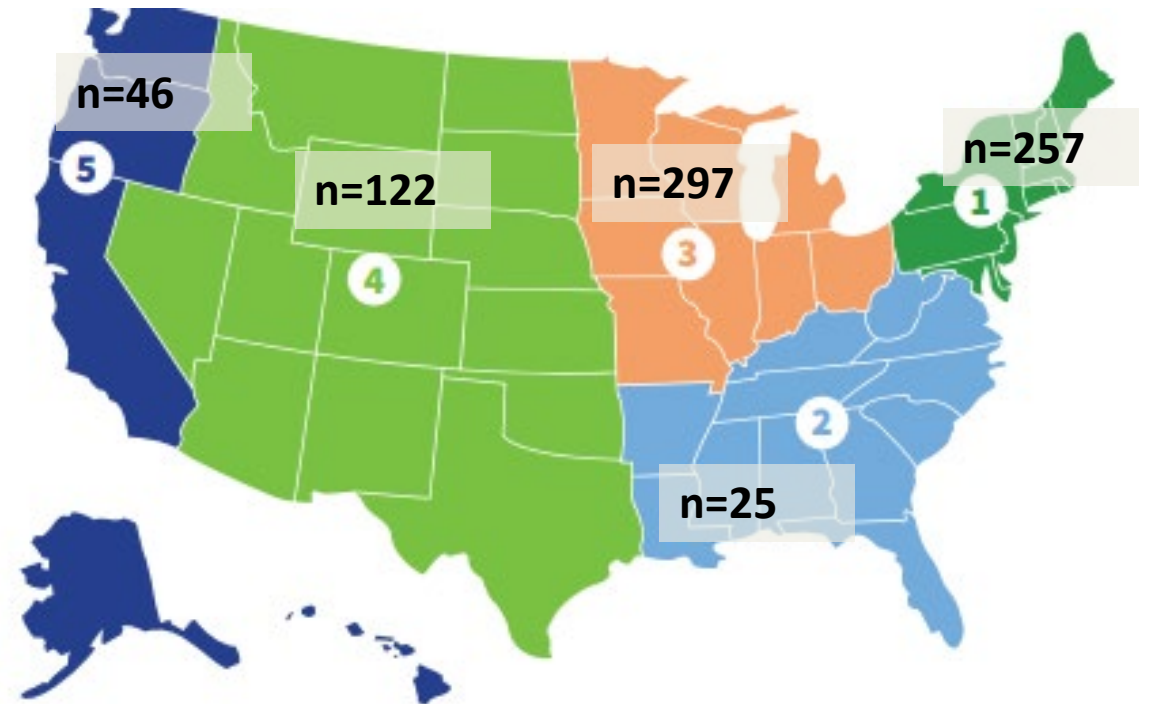
## Why

- Demonstrate continued environmental achievements
- Provide a unified industry voice for U.S. dairy
  - *Anonymized results aggregated at national level to measure progress against 2020 industry goal of 25% intensity reduction*
- Address customer requests for GHG data
  - *individual cooperative / processor decision, FARM does not disclose private data*
- Build trust with customers, consumers, and regulators

# Environmental Stewardship Status

## Accomplishments

- **750+** FARM ES evaluations completed
- **20** participating co-ops and processors, representing 60% of milk supply
- Top states (# of evals): PA, WI, MI, NY
- Close to meeting the 25% reduction goal by 2020

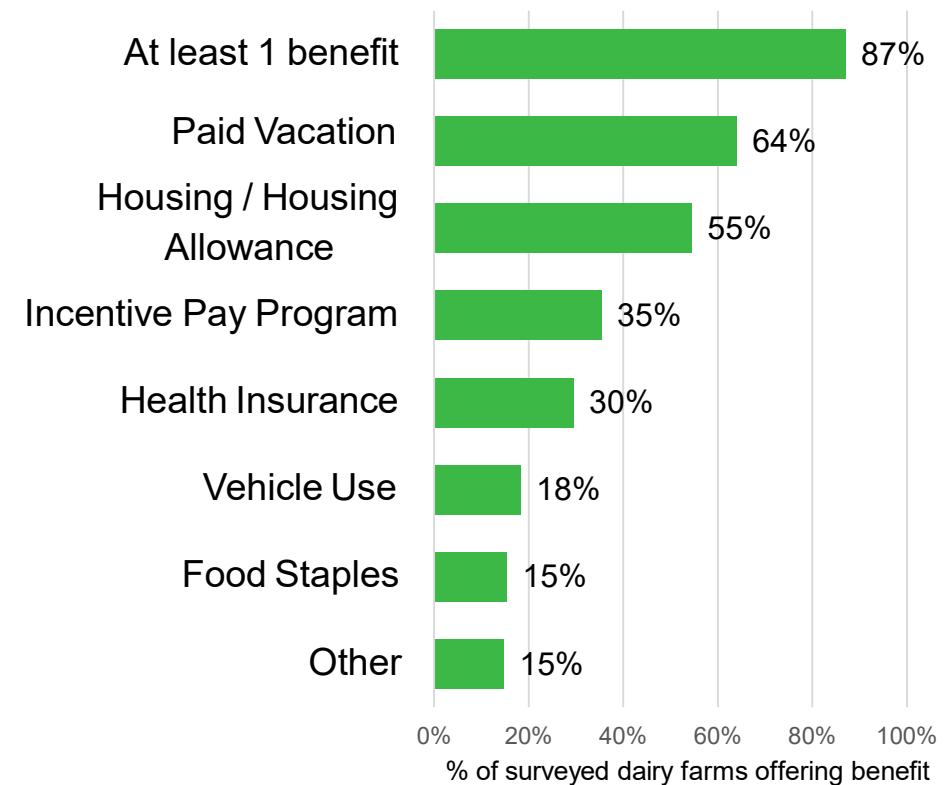


# Workforce Development

# Background

- U.S. has robust regulatory framework around labor and safety
- And U.S. dairy has a lot to be proud of:
  - We provide stable, year-round employment in rural communities
  - Competitive wages
  - Low turnover
  - Diverse workforce – in terms of nationalities, languages spoken; and also a growing female workforce.

## Non-Wage Benefits Offered on Surveyed Dairy Farms



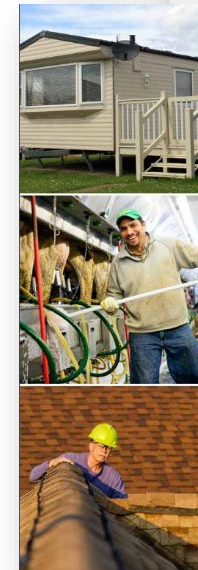
# Why Now?

- **Labor shortages / competitive labor market** – how can dairy become the employer of choice?
- Safety outcomes have been improving across all of agriculture, but we still experience **tragic fatalities and injuries**— how can we get better?
- **Customers and consumers** are eager to learn more – how can we share our story?



# Program Strategy

- Provide dairies across the country with **guidance and best management practices** around human resources (hiring, training, and supervision) and worker health and safety.
- Rely on expert stakeholder input to ensure materials are technically robust and dairy-specific.
- Use of program materials is **voluntary**. All resources will be freely available online.



# Expert Input and Feedback

- Task Force and Working Groups represent dairy farmers, farm workers, academics, cooperative staff, subject matter experts, and more.
- Collaborating with Idaho Dairymen’s Association to develop Safety resources.



# Workforce Development Progress

## Accomplishments

- Legal Fact Sheets
- A Guide for Managing Employee Housing
- Fact Sheet: Labor on U.S. Dairy Farms

## Upcoming

- Human Resources Manual
  - Includes Self-Assessment, Templates, and Sample Employee Handbook
- Safety Manual
  - Includes Self-Assessment, links to Templates
- Safety & HR Training Videos
- Labor Survey

# Customer Outreach

# Emerging Customer Issues

## Animal Care

- Polled Genetics
- Pain Mitigation/Management
- Housing (tie stalls)
- Cow-Calf Separation
- Animal Abuse

## Environment

- Tracking of Greenhouse Gas Emissions
- Water Conservation
- Nutrient Management

## Antibiotic Use

- Reduction of Use
- Antibiotic Resistance
- Responsible Use

## Workforce Development

- Training and Supervision
- Management
- Labor
- Employee Deaths



“Starbucks requests that our suppliers ensure that all the cooperatives and farms supplying them participate in the **National Dairy FARM Program**. This program provides a strong focus on animal care, antibiotic stewardship, and environmental stewardship on the dairy farm. We also recommend continuous improvement on, and farmer adoption of, the environmental modules, and the development of a worker care module.”



Kroger has successfully expanded its **F.A.R.M.** requirement to include all U.S. milk that we procure, whether it is sold as fluid milk or used in the dairy products we market under our various Our Brands labels, furthering Kroger’s commitment to best practices in animal care in our dairy supply chain.



# Chobani®

Chobani supports the **Farmer's Assuring Responsible Management (FARM)** animal welfare program. All farms supplying milk to Chobani must participate in the program. **FARM** encourages continuous improvement and use of best management practices.

# Animal Care-Version 4.0

# Version 4.0 Timeline

**June 2018** | Revision of Animal Care Manual Begins

**November 2018** | IC Animal Care Committee Meeting

**January 2019** | Animal Health and Well Being Committee Meeting

**February 25 – March 30** | Public Comment Period

**May 2019** | NMPF Board Webinar

**June 2019** | NMPF Board Approval

**July 2019** | Version 4.0 Outreach and Trainings

**January 2020** | Evaluations on Version 4.0 Begin

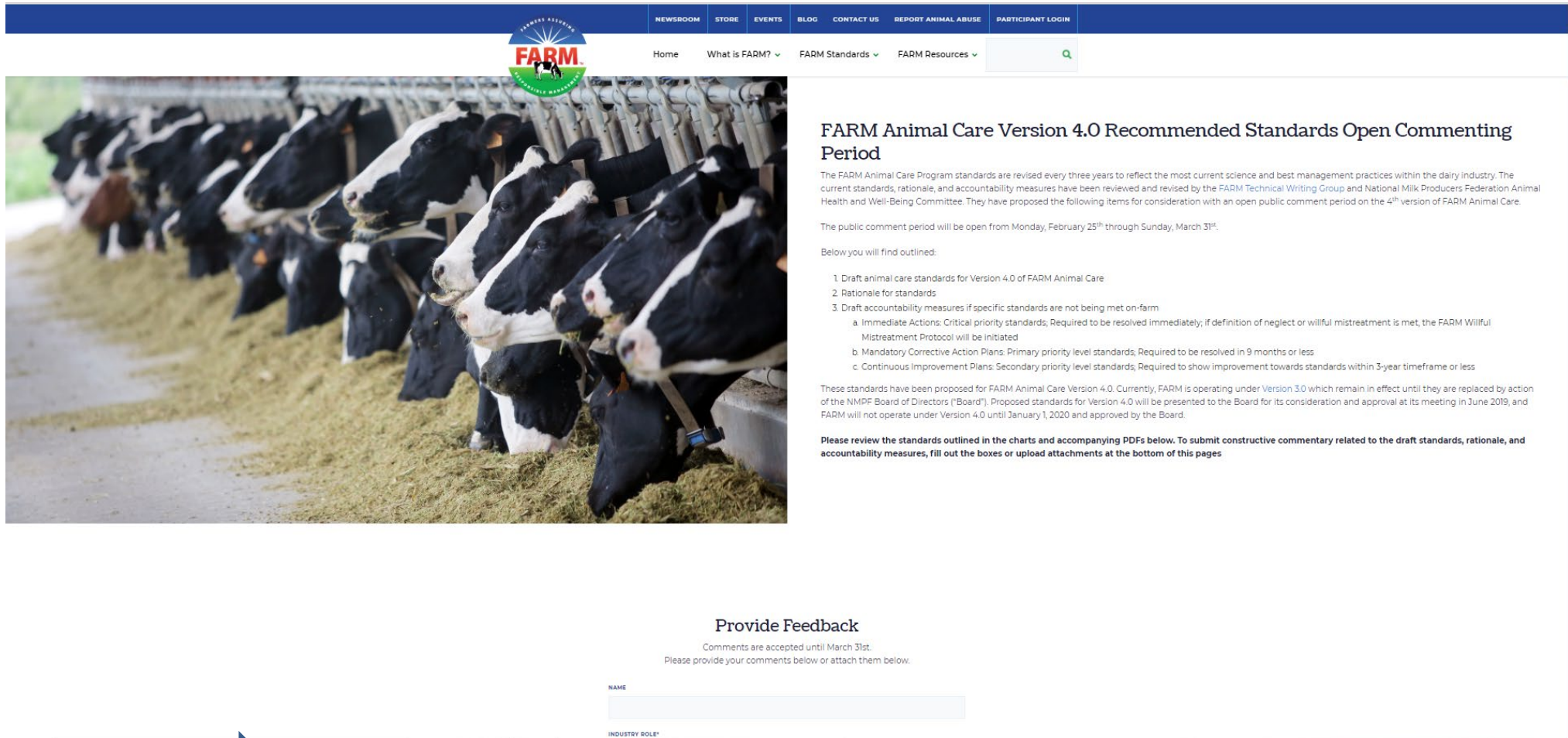


# Version 4.0 Administration Improvements



- Trainer and Evaluator
  - Requirements
  - Oversight
  - Feedback Form on Website
- Participant Handbook
- QA Oversight
- Willful Mistreatment Protocol Clarity

# Animal Care: Version 4 Public Comment



The screenshot shows the FARM website's public comment page. At the top, there is a navigation bar with links for NEWSROOM, STORE, EVENTS, BLOG, CONTACT US, REPORT ANIMAL ABUSE, and PARTICIPANT LOGIN. Below this is a search bar and a main header with the FARM logo. The main content area features a large image of cows in a barn on the left. On the right, the article title is "FARM Animal Care Version 4.0 Recommended Standards Open Commenting Period". The text explains that the standards are revised every three years and that the public comment period is open from Monday, February 25<sup>th</sup> through Sunday, March 31<sup>st</sup>. A list of draft standards is provided, including draft animal care standards, rationale, and accountability measures. The standards are categorized into Immediate Actions, Mandatory Corrective Action Plans, and Continuous Improvement Plans. A note states that the proposed standards for Version 4.0 will be presented to the NMPF Board of Directors in June 2019. At the bottom of the article, there is a call to action: "Please review the standards outlined in the charts and accompanying PDFs below. To submit constructive commentary related to the draft standards, rationale, and accountability measures, fill out the boxes or upload attachments at the bottom of this page". Below the article is a "Provide Feedback" section with a comment form. The form includes a "NAME" field and an "INDUSTRY ROLE\*" field. The comment text area is empty.



<https://nationaldairyfarm.com/animal-care-open-comments/>

# Animal Care: Version 4 Proposed Standards



- **Immediate Action**

- Tail Docking

- **Mandatory Corrective Actions (Within 9 Months)**

- VCPR
- Herd Health Plan review by Veterinarian of Record
- Calf disbudding prior to 8 weeks of age
- Non-Ambulatory Practices & Protocol
- Euthanasia Practices & Protocol

# Animal Care: Version 4 Proposed Standards



- **Continuous Improvement Plans (within 3 years)**
  - Animal Observations:
    - Body Condition Score
    - Hock/Knee
    - Locomotion
    - Broken Tails
  - Written Drug Treatment Records & Review by Veterinarian of Record
  - Calf Care Protocol
    - Specific language to pain mitigation provided or not provided per herd veterinarian with sign off

# Animal Care: Version 4 Proposed Standards



- **Training**
  - Stockmanship
  - Cow Care Agreements
  - Calf Care
  - Non-Ambulatory
  - Euthanasia
  - **Culling**
- **Mandatory Corrective Action Plan for Employees (within 9 months)**
- **Continuous Improvement Plan for Family Labor (within 3 years)**



**THANK YOU**

[dairyfarm@nmpf.org](mailto:dairyfarm@nmpf.org)



enhance



# Questions

Thank you for attending Dairy Girl Network's Enhance Webinar

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Dairy Herd  
Management



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