



FARM Animal Care Version 4.0 Draft Standards



Training

These standards have been proposed for FARM Animal Care Version 4.0. Currently, FARM is operating under Version 3.0 which remain in effect until they are replaced by action of the NMPF Board of Directors (“Board”). Proposed standards for Version 4.0 will be presented to the Board for its consideration and approval at its meeting in June 2019, and FARM will not operate under Version 4.0 until approval by the Board and January 1, 2020



All individuals with animal care responsibilities are trained annually in proper stockmanship.

Rationale

Maintaining consistency of standard from previous versions. Employees changed to individuals with animal care responsibilities to capture all individuals interacting with animals have been trained or sought continuing education.

Corrective Action

MCAP - *Employees*
CIP - *Family*

Training

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All individuals with animal care responsibilities sign a cow care agreement annually.

Rationale

Maintaining consistency of standard from previous versions. Employees changed to individuals with animal care responsibilities all individuals interacting with animals have documented and demonstrable agreement to animal care principles

Corrective Action

MCAP - *Employees*
CIP - *Family*

Training



Veterinarian Review

These standards have been proposed for FARM Animal Care Version 4.0. Currently, FARM is operating under Version 3.0 which remain in effect until they are replaced by action of the NMPF Board of Directors (“Board”). Proposed standards for Version 4.0 will be presented to the Board for its consideration and approval at its meeting in June 2019, and FARM will not operate under Version 4.0 until approval by the Board and January 1, 2020



The facility has a written Veterinarian Client Patient Relationship (VCPR) that is signed by the farm owner and Veterinarian of Record annually.

Rationale

Maintaining consistency of standard from previous versions.
Demonstrates active Veterinarian Client Patient Relationship and participation in herd health and antibiotic stewardship

Corrective Action

MCAP

Veterinarian Review

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The written herd health plan is reviewed annually by the Veterinarian of Record

Rationale

Maintaining consistency of standard from previous versions. Veterinarian of Record review of the herd health plan demonstrates active Veterinarian Client Patient Relationship and participation in herd health.

Corrective Action

MCAP

Veterinarian Review

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All written protocols are translated into languages understood by individuals with animal care responsibilities.

Rationale

Maintaining consistency of standard from previous versions. Ensures consistent training to the protocol that protocols can be understood by diverse workforce.

Corrective Action

None

Veterinarian Review



Facility Management

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All age classes of animals have access to clean, fresh water.

Rationale

Maintaining consistency of standard from previous versions. Water is required to maintain animal health and care.

Corrective Action

WMP

Facility Management

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All age classes of animals have access to sufficient quantities of feed for health, growth and maintenance.

Rationale

Maintaining consistency of standard from previous versions. Feed access is required to maintain animal health and care.

Corrective Action

WMP

Facility Management

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All age classes of animals are protected from heat and cold.

Rationale

Maintaining consistency of standard from previous versions. Protection from heat and cold is required to maintain animal health and care.

Corrective Action

None

Facility Management

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All age classes of animals have housing that allows for the ability to easily stand up, lie down, adopt normal resting postures and have visual contact with other cattle without risk of injury.

Rationale

Maintaining consistency of standard from previous versions. Freedom of movement is required for animal comfort that enhances animal health and care.

Corrective Action

None

Facility Management

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All age classes of animals have a resting area that is soft, dry and provides traction at all times when away from the milking facility.

Rationale

Maintaining consistency of standard from previous versions. Soft and dry resting area is required for animal comfort that enhances health and care. Traction allows for ability to rise and lie down from resting area with ease.

Corrective Action

None

Facility Management

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Facilities are designed to prevent injuries, slips and falls of animals.

Rationale

Maintaining consistency of standard from previous versions. Clarified to focus just on facility management. Prevention of injuries, slips and falls essential for animal care.

Corrective Action

None

Facility Management

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Facilities are designed prevent unnecessary contact with electrical currents.

Rationale

New proposed standard. Fencing, crowd gates, trainers, prod usage and other areas on the dairy where electrical current present to be properly managed and maintained.

Corrective Action

None

Facility Management

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Facilities are designed have adequate lighting for animal observation and individuals with animal care responsibilities safety.

Rationale

New proposed standard. Interest in specific standard related to lighting necessary to maintain ISO certification.

Corrective Action

None

Facility Management

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Facilities are designed provide proper ventilation in all housing facilities that reduces odors, dust and/or noxious gas.

Rationale

Maintaining consistency of standard from previous versions. Clarified for intent of focus on air quality and ventilation for the enhancement of animal health and health and safety of individuals with animal care responsibilities. Also necessary to maintain ISO certification.

Corrective Action

None

Facility Management

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Facilities are designed have a location to segregate weak, sick or injured animals.

Rationale

Maintaining consistency of standard from previous versions. A location to segregate weak, sick and injured animals is a best practice for the management of these animals to ensure specialized attention and care.

Corrective Action

None

Facility Management

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The location for weak, sick or injured animals provides animals with: feed, water, protection from heat and cold, isolation from other ambulatory animals and protection from predators.

Rationale

Maintaining consistency of standard from previous versions. Providing these items within the location for sick, weak and injured animals is in best practice to ensure top care for rehabilitation.

Corrective Action

None

Facility Management

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Facilities are designed to have a calving area that is clean, soft, dry, well-lit and well-ventilated.

Rationale

Maintaining consistency of standard from previous versions. A written protocol for fly control ensures consistent training to and implementation of the protocol and enhanced animal health.

Corrective Action

None

Facility Management

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The written herd health plan includes a written protocol for parasite control.

Rationale

Maintaining consistency of standard from previous versions. A written protocol for parasite control ensures consistent training to and implementation of the protocol and enhanced animal health.

Corrective Action

None

Facility Management

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Rationale

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Corrective Action

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Facility Management

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The facility has a written protocol for biosecurity.

Rationale

New proposed standard. Interest in gathering data to determine facilities that have a formalized biosecurity plan for a current status of the industry.

Corrective Action

None

Facility Management

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The facility has names, telephone numbers and the site address posted in a prominent location, in the languages understood by individuals with animal care responsibilities, for emergency preparedness.

Rationale

Maintaining consistency of standard from previous versions. In emergency situations, having emergency contacts posted for all individuals with animal care responsibilities to easily access enhances response time

Corrective Action

None

Facility Management

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The facility has a written Emergency Action/Crisis Plan.

Rationale

New proposed standard. Interest in gathering data to determine facilities that have a formalized Emergency Action/Crisis Plan for a current status of the industry. Also necessary to maintain ISO certification.

Corrective Action

None

Facility Management



Animal Management

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Each animal is permanently identified.

Rationale

Maintaining consistency of standard from previous versions. Permanent animal identification is necessary for traceability and herd health purposes.

Corrective Action

None

Animal Management

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The facility has a written protocol for milking procedures.

Rationale

Maintaining consistency of standard from previous versions. A written protocol for milking procedure ensures consistent training to and implementation of the protocol and enhanced milk quality.

Corrective Action

None

Animal Management

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Individuals with milking responsibilities have been trained annually on the milking procedure.

Rationale

Maintaining consistency of standard from previous versions. Training individuals with milking responsibility to a written protocol for milking procedure ensures consistent training to and implementation of the protocol and enhanced milk quality.

Corrective Action

None

Animal Management

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The written herd health plan includes written protocols for vaccinations that specify: age(s) when vaccination given; vaccination class; product used; dosage administered; route of administration; withdrawal times

Rationale

Maintaining consistency of standard from previous versions. A written protocol for vaccinations ensures consistent vaccination protocol implementation and enhanced animal health.

Corrective Action

None

Animal Management

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The written herd health plan includes a written protocol for dystocia.

Rationale

Maintaining consistency of standard from previous versions. A written protocol for dystocia ensures consistent training to and implementation of the protocol and enhanced care of cow and calf in difficult calving situation.

Corrective Action

None

Animal Management

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The written herd health plan includes a written protocol for lameness prevention and treatment

Rationale

Maintaining consistency of standard from previous versions. A written protocol for lameness prevention and treatment ensures consistent training to and implementation of the protocol and enhanced animal health and mobility.

Corrective Action

None

Animal Management

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The written herd health plan includes a written protocol for treatment of the following common diseases: mastitis, metritis, metabolic diseases (milk fever, ketosis, DA), pneumonia, diarrhea and any additional diseases identified by the veterinarian

Rationale

Maintaining consistency of standard from previous versions. A written protocol for the treatment of diseases outlined ensures consistent training to the protocol and enhanced animal health.

Corrective Action

None

Animal Management

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The facility complies with the ban on routine tail docking.

Rationale

Maintaining consistency of standard from previous versions. There is no scientific evidence to support the practice of tail docking.

Corrective Action

Immediate

Animal Management

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All age classes of animals have a method of daily exercise, weather permitting.

Rationale

Reintroduction of a previous standard from previous version. Freedom of movement is required for animal comfort that enhances health and care

Corrective Action

None

Animal Management



Animal Observation

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99% or more of all age classes of animals have a body condition score of 2 or greater on FARM Body Condition Scorecard.

Rationale

Maintaining consistency of standard from previous versions. Body condition score is key welfare indicator and demonstrates animals are provided nutritional requirements

Corrective Action

CIP

Animal Observation

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95% or more of all age classes of animals do not have broken tails.

Rationale

New proposed standard. Broken tails are key sign of poor stockmanship. With this standard, will assist further identifying potential stockmanship areas for improvement

Corrective Action

CIP

Animal Observation

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90% or more of all age classes of animals score 2 or less on FARM Hygiene Scorecard

Rationale

Maintaining consistency of standard from previous versions. Hygiene score is key welfare indicator and demonstrates animals are provided dry resting area and sound facility management.

Corrective Action

None

Animal Observation

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95% or more of the lactating and dry dairy herd score 2 or less on the FARM Hock/Knee Scorecard.

Rationale

Maintaining consistency of standard from previous versions. Hock and Knee score is key welfare indicator and demonstrates animals are provided soft resting area.

Corrective Action

CIP

Animal Observation

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95% or more of the lactating and dry dairy herd score 2 or less on the FARM Locomotion Scorecard.

Rationale

Maintaining consistency of standard from previous versions. Locomotion score is key welfare indicator and demonstrates lameness is managed effectively.

Corrective Action

CIP

Animal Observation



Animal Management: Antibiotic Stewardship

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The facility has permanent, written drug treatment records for the treatment of the facility's common diseases that include: Date of treatment, animal treated identification, name of drug used for treatment, disease/condition being treated, dosage administered, route of administration, frequency of treatment, duration of the treatment, specified withdrawal times for milk and meat to ensure food safety

Rationale

Maintaining consistency of standard from previous versions.
Maintaining permanent, written drug treatment records are required by the FDA and ensure enhanced animal health.

Corrective Action

CIP

Animal Management | Antibiotic Stewardship

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The facility's permanent, written drug treatment records are reviewed by the Veterinarian of Record annually.

Rationale

New proposed standard. Maintaining consistency of standard from previous versions. Veterinarian of Record review of the drug treatment records demonstrates active Veterinarian Client Patient Relationship and participation in treatment plans for herd health.

Corrective Action

CIP

Animal Management | Antibiotic Stewardship

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The facility has a written protocol for culling animals that includes the definition of animals that are eligible to be marketed related to fitness to transport and adherence to milk and meat withdrawal times.

Rationale

New proposed standard. Maintaining consistency of standard from previous versions. Veterinarian of Record review of the drug treatment records demonstrates active Veterinarian Client Patient Relationship and participation in treatment plans for herd health.

Corrective Action

None

Animal Management | Antibiotic Stewardship

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Individuals with culling responsibilities have been trained annually on written protocol for culling.

Rationale

Maintaining consistency of standard from previous versions. Training individuals with culling responsibilities to a written protocol for culling ensures consistent training to and implementation of the protocol and enhanced milk fitness of animals being culled and potential further reduction of milk and meat residue prevalence.

Corrective Action

MCAP – Employees
CIP - Family

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The facility has a written protocol for transporting animals.

Rationale

Maintaining consistency of standard from previous versions. A written protocol for transportation ensures consistent training to and implementation of the protocol and enhanced animal care during transport.

Corrective Action

None

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Individuals with transportation responsibilities have been trained annually on written protocol for transportation.

Rationale

Maintaining consistency of standard from previous versions. Training individuals with transportation responsibilities to a written protocol for transportation ensures consistent training to and implementation of the protocol and enhanced animal care during transport.

Corrective Action

None

Animal Management | Antibiotic Stewardship

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The facility adheres to all withdrawal times for milk. All milk samples have tested negative for antibiotics in the last three years.

Rationale

Maintaining consistency of standard from previous versions. Adhering to milk withdrawal times ensures milk safety.

Corrective Action

None

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The facility adheres to all withdrawal times meat. All meat tissues from animals sent for meat production have tested negative for violative residues in the last three years.

Rationale

Maintaining consistency of standard from previous versions. Adhering to meat withdrawal times ensures meat safety.

Corrective Action

None

Animal Management | Antibiotic Stewardship



Calf Management

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All calves are moved from the maternity area by lifting, walking or the use of clean, properly designed mechanical transport devices.

Rationale

Maintaining consistency of standard from previous versions. Proper movement of calves ensures animal care and health.

Corrective Action

None

Calf Management

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All calves (heifers and bulls) receive volume and quality of colostrum or colostrum replacer within 12 hours after birth, even if immediately transported off of the farm.

Rationale

Maintaining consistency of standard from previous versions. Providing colostrum/colostrum replacer ensures animal health.

Corrective Action

None

Calf Management

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All calves (heifers and bulls) have access to clean, fresh water

Rationale

Maintaining consistency of standard from previous versions. Water is required to maintain animal health and care.

Corrective Action

None

Calf Management

These standards have been proposed for FARM Animal Care Version 4.0. Currently, FARM is operating under Version 3.0 which remain in effect until they are replaced by action of the NMPF Board of Directors (“Board”). Proposed standards for Version 4.0 will be presented to the Board for its consideration and approval at its meeting in June 2019, and FARM will not operate under Version 4.0 until approval by the Board and January 1, 2020



All calves (heifers and bulls) receive a volume and quality of milk or milk replacer to maintain health, growth and vigor until weaned or marketed

Rationale

Maintaining consistency of standard from previous versions. Sufficient volume and quality of milk or milk replacer is required to maintain animal health and care.

Corrective Action

None

Calf Management

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All calves (heifers and bulls) are offered fresh, palatable starter feed to maintain health, growth and vigor

Rationale

Maintaining consistency of standard from previous versions. Water is required to maintain animal health and care.

Corrective Action

None

Calf Management

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All calves are disbudded before 8 weeks of age

Rationale

Maintaining consistency of standard from previous versions. Robust scientific body of work supporting disbudding before 8 weeks of age to minimize pain associated with practice.

Corrective Action

MCAP

Calf Management

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Pain mitigation for disbudding is provided in accordance to the signed protocol by the Veterinarian of Record

Rationale

Maintaining consistency of standard from previous versions. Robust scientific body of work supporting pain mitigation to minimize pain associated with disbudding. Due to extra label nature of pain mitigation in US, herd veterinarian prescription is necessary. Interest in gathering data to determine prevalence of use in today's industry.

Corrective Action

None

Calf Management

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Pain mitigation for castration is provided in accordance to the signed protocol by the Veterinarian of Record

Rationale

Maintaining consistency of standard from previous versions. Science supports pain mitigation to minimize pain associated with castration. Due to extra label nature of pain mitigation in US, herd veterinarian prescription is necessary. Interest in gathering data to determine prevalence of use in today's industry.

Corrective Action

None

Calf Management

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Pain mitigation for branding is provided in accordance to the signed protocol by the Veterinarian of Record

Rationale

Maintaining consistency of standard from previous versions. Science supports pain mitigation to minimize pain associated with branding. Due to extra label nature of pain mitigation in US, herd veterinarian prescription is necessary. Interest in gathering data to determine prevalence of use in today's industry.

Corrective Action

None

Calf Management

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Pain mitigation for teat removal is provided in accordance to the signed protocol by the Veterinarian of Record

Rationale

Maintaining consistency of standard from previous versions. Science supports pain mitigation to minimize pain associated with branding. Due to extra label nature of pain mitigation in US, herd veterinarian prescription is necessary. Interest in gathering data to determine prevalence of use in today's industry.

Corrective Action

None

Calf Management

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The written herd health plan has a written protocol for calf care that includes language specific to areas of newborn and milk-fed dairy calf management;

- calves (heifers and bulls) receive a volume and quality of colostrum or colostrum replacer within 12 hours after birth, even if immediately transported off of the farm
- calves (heifers and bulls) receive a volume and quality of milk or milk replacer to maintain health, growth and vigor until weaned or marketed
- calves (heifers and bulls) have access to clean, fresh water
- calves (heifers and bulls) offered fresh, palatable starter feed to maintain health, growth and vigor
- calves disbudded before 8 weeks of age
- language specific to pain mitigation provided for disbudding
- language specific to pain mitigation provided for castration
- language specific to pain mitigation provided for branding
- language specific to pain mitigation provided for teat removal

Rationale

Maintaining consistency of standard from previous versions. A written protocol for calf care management ensures consistent training to the protocol and enhanced animal health and care.

Corrective Action

CIP (all components need to be present within protocol)

Calf Management

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Individuals with newborn and milk-fed dairy calf management responsibilities have been trained annually on written protocol for newborn and milk-fed dairy calves.

Rationale

Maintaining consistency of standard from previous versions. Training individuals with calf care responsibilities to a written protocol for calf care management ensures consistent training to and implementation of the protocol and enhanced animal care.

Corrective Action

MCAP – *Employees*
CIP – *Family*

Calf Management



Non-Ambulatory Animals

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Non-ambulatory animals are moved using proper methods including the use of special equipment.

Rationale

Maintaining consistency of standard from previous versions. Proper movement of non-ambulatory animals ensures enhanced animal care and health for compromised animals.

Corrective Action

MCAP

Non-Ambulatory Animals

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Non-ambulatory animals are provided prompt medical care.

Rationale

Maintaining consistency of standard from previous versions. Prompt medical care of non-ambulatory animals enhances likelihood of rehabilitation of non-ambulatory animals

Corrective Action

MCAP

Non-Ambulatory Animals

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Non-ambulatory animals are provided access to feed, water, protection from heat and cold, isolation from other ambulatory animals and protection from predators.

Rationale

Maintaining consistency of standard from previous versions. Providing these items to non-ambulatory animals is in best practice to ensure top care for rehabilitation.

Corrective Action

MCAP

Non-Ambulatory Animals

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Criteria are established for immediate action and a timely decision to euthanize non-ambulatory animals.

Rationale

Maintaining consistency of standard from previous versions. Having established criteria for immediate action and timely decision to euthanize makes difficult decisions more objective and minimizes the likelihood of suffering of animals unlikely to rehabilitate.

Corrective Action

MCAP

Non-Ambulatory Animals

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The written herd health plan has a written protocol for non-ambulatory animal management that includes language specific to areas of non-ambulatory animal management;

- language specific to husbandry for non-ambulatory animals that provides prompt medical care?
- language specific to husbandry for non-ambulatory animals that provides prompt medical care, feed, water, protection from heat and cold, isolation from other ambulatory animals, and protection from predators?
- language specific to criteria established for immediate action and a timely decision to euthanize?

Rationale

Maintaining consistency of standard from previous versions. A written protocol for non-ambulatory animal management ensures consistent training to and implementation of the protocol and enhanced animal care.

Corrective Action

MCAP (all components need to be present within protocol)

Non-Ambulatory Animals

These standards have been proposed for FARM Animal Care Version 4.0. Currently, FARM is operating under Version 3.0 which remain in effect until they are replaced by action of the NMPF Board of Directors (“Board”). Proposed standards for Version 4.0 will be presented to the Board for its consideration and approval at its meeting in June 2019, and FARM will not operate under Version 4.0 until approval by the Board and January 1, 2020



Individuals with non-ambulatory animal management responsibilities have been trained annually on written protocol for non-ambulatory animal management.

Rationale

Maintaining consistency of standard from previous versions. Training individuals with non-ambulatory animal responsibilities to a written protocol for non-ambulatory animal management ensures consistent training to and implementation of the protocol and enhanced animal care.

Corrective Action

MCAP – *Employees*
CIP – *Family*

Non-Ambulatory Animals



Euthanasia

These standards have been proposed for FARM Animal Care Version 4.0. Currently, FARM is operating under Version 3.0 which remain in effect until they are replaced by action of the NMPF Board of Directors (“Board”). Proposed standards for Version 4.0 will be presented to the Board for its consideration and approval at its meeting in June 2019, and FARM will not operate under Version 4.0 until approval by the Board and January 1, 2020



Euthanasia techniques follow the approved methods of AABP and/or AVMA.

Rationale

Maintaining consistency of standard from previous versions. Euthanasia techniques following AABP and/or AVMA guidelines ensures euthanasia with minimized pain and suffering.

Corrective Action

MCAP

Euthanasia

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Carcass disposal is conducted using the appropriate method.

Rationale

Maintaining consistency of standard from previous versions. Carcass disposal in appropriate method ensures further biosecurity and animal health.

Corrective Action

MCAP

Euthanasia

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The written herd health plan has a written protocol for euthanasia that includes language specific to areas of euthanasia;

- language specific to criteria used to recognize animals that are to be euthanized?
- language specific to euthanasia method that aligns with the approved methods of AABP and/or AVMA
- language specific to how carcasses are disposed of using appropriate method

Rationale

Maintaining consistency of standard from previous versions. A written protocol for non-ambulatory animal management ensures consistent training to and implementation of the protocol and enhanced animal care.

Corrective Action

MCAP (all components need to be present within protocol)

Euthanasia

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Individuals with euthanasia responsibilities have been trained annually on written protocol for euthanasia.

Rationale

Maintaining consistency of standard from previous versions. Training individuals with euthanasia responsibilities to a written protocol for euthanasia ensures consistent training to and implementation of the protocol and enhanced animal care.

Corrective Action

MCAP – *Employees*
CIP – *Family*

Euthanasia



FARM Animal Care Version 4.0 Draft Corrective Actions

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Immediate

Failure to meet the below standard will force the evaluated farm to be placed on Probation with the National Dairy FARM Program and ultimately suspended if not corrected immediately.

Standard	
Animal Management	
	The facility complies with the ban on routine tail docking.

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Mandatory Corrective Action Plan (MCAP)

Failure to meet any of the below standards will result in the creation of a MCAP. Producers will have up to 9 months to correct any failures or be placed on Probation and risk being Suspended from the FARM Animal Care Program.

Standard	
Veterinarian Review	
	The facility has a written Veterinarian Client Patient Relationship (VCPR) that is signed by the farm owner and Veterinarian of Record annually.
	The written herd health plan is reviewed annually by the Veterinarian of Record.
Calf-Management	
	All calves are disbudded before 8 weeks of age
Non-Ambulatory Animals	
	Non-ambulatory animals are moved using proper methods including the use of special equipment.
	Non-ambulatory animals are provided prompt medical care.
	Non-ambulatory animals are provided access to feed, water, protection from heat and cold, isolation from other ambulatory animals and protection from predators.
	Criteria are established for immediate action and a timely decision to euthanize non-ambulatory animals.
	The written herd health plan has a written protocol for non-ambulatory animal management that includes language specific to areas of non-ambulatory animal management: (1) language specific to husbandry for non-ambulatory animals that provides prompt medical care? (2) language specific to husbandry for non-ambulatory animals that provides feed, water, protection from heat and cold, isolation from other ambulatory animals, and protection from predators? (3) language specific to criteria established for immediate action and a timely decision to euthanize?
Euthanasia	
	Euthanasia techniques follow the approved methods of AABP and/or AVMA.
	Carcass disposal is conducted using the appropriate method.
	The written herd health plan has a written protocol for euthanasia that includes language specific to areas of euthanasia (1) criteria used to recognize animals that are to be euthanized? (2) euthanasia method that aligns with approved methods of AABP and/or AVMA? (3) how carcasses are disposed of using the appropriate method?

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Continuous Improvement Plan (CIP)

Failure to meet any of the below standards will result in the creation of a CIP. Producers will have up to 3 years to make any notable improvements towards meeting the goal.

Standard
Animal Observations
99% or more of all age classes of animals have a body condition score of 2 or greater on FARM Body Condition Scorecard.
95% or more of all age classes of animals do not have broken tails.
95% or more of the lactating and dry dairy herd score 2 or less on the FARM Hock/Knee Scorecard.
95% or more of the lactating and dry dairy herd score 2 or less on the FARM Locomotion Scorecard.
Animal Management Antibiotic Stewardship
The facility has permanent, written drug treatment records for the treatment of the facility's common diseases that include: Date of treatment, animal treated identification, name of drug used for treatment, disease/condition being treated, dosage administered, route of administration, frequency of treatment, duration of the treatment, specified withdrawal times for milk and meat to ensure food safety
The facility's permanent, written drug treatment records are reviewed by the Veterinarian of Record annually.
Calf-Management
The written herd health plan has a written protocol for calf care that includes language specific to areas of newborn and milk-fed dairy calf management: (1) calves (heifers and bulls) receive a volume and quality of colostrum or colostrum replacer within 12 hours after birth, even if immediately transported off of the farm (2) calves (heifers and bulls) receive a volume and quality of milk or milk replacer to maintain health, growth and vigor until weaned or marketed (3) calves (heifers and bulls) have access to clean, fresh water (4) calves (heifers and bulls) offered fresh, palatable starter feed to maintain health, growth and vigor (5) calves disbudded before 8 weeks of age (6) language specific to pain mitigation provided for disbudding (7) language specific to pain mitigation provided for castration (8) language specific to pain mitigation provided for branding (9) language specific to pain mitigation provided for teat removal

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MCAP – Employees | CIP - Family

Failure to meet the below standards will enact a MCAP for employees without records and a CIP for owner family members without records.

Standard
Training
All individuals with animal care responsibilities are trained annually in proper stockmanship.
All individuals with animal care responsibilities sign a cow care agreement annually.
Calf-Management
Individuals with newborn and milk-fed dairy calf management responsibilities have been trained annually on written protocol for newborn and milk-fed dairy calves.
Non-Ambulatory Animals
Individuals with non-ambulatory animal management responsibilities have been trained annually on written protocol for non-ambulatory animal management.
Euthanasia
Individuals with euthanasia responsibilities have been trained annually on written protocol for euthanasia.
Animal Management Antibiotic Stewardship
Individuals with culling responsibilities have been trained annually on written protocol for culling.

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Willful Mistreatment Protocol

If these two standards below are not met, the Willful Mistreatment Protocol will be enacted.

Standard	
Facility Management	
	All age classes of animals have access to clean, fresh water.
	All age classes of animals have access to sufficient quantities of feed for health, growth and maintenance.