



MONTHLY NEWSLETTER

Resources, events, and the latest happenings with the FARM program.

March 2022

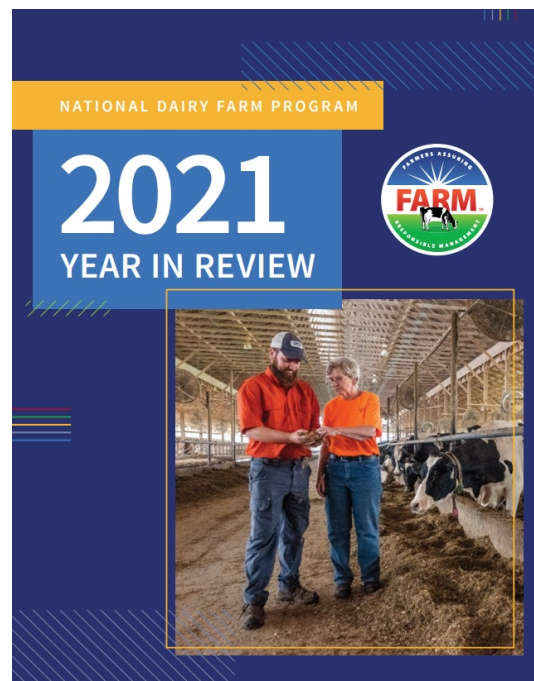
ANNOUNCEMENTS

Year in Review Spotlights FARM Program's Growth

The FARM Program [released](#) its 2021 Year in Review highlighting new initiatives and program area advancements.

“The FARM Program expanded its efforts to connect, support and recognize dairy farmers and program participants in 2021,” said Emily Yeiser Stepp, vice president of the FARM Program. “Our progress has enabled us to provide meaningful assurances of on-farm social responsibility to the entire dairy supply chain.”

The complete 2021 Year in Review is available for download [here](#). For a printed copy, contact dairyfarm@nmpf.org.



Animal Care Task Force Considers Version 5 Updates

The Animal Care Task Force has been meeting bimonthly since Summer 2021 and has begun meeting monthly since January to discuss the key areas identified for consideration from the FARM Animal Care Version 5 industry-wide feedback survey. Beginning with Animal Based Outcomes, the Task Force, to date, has discussed considerations around:

1. Revising the Body Condition Score scale

2. Instating a Continuous Improvement Plan (CIP) associated with the Hygiene benchmark
3. Revising the Broken Tail scoring guidance and benchmark
4. Developing a benchmark for moderate lameness (score 2)

From these discussion areas, the following recommendations will be put forward to the NMPF Animal Health and Well-Being Committee for their consideration:

- **Body condition:** No change to scoring (maintain 1-5 scale)
- **Hygiene:** CIP should NOT be applied
- **Broken tails:** Benchmark and Scoring Guidance considered, tabled until March meeting
- **Locomotion:** Establish a moderate lameness (score 2) benchmark with associated CIP creation, benchmark to be determined after thorough literature review to be reviewed at March meeting.

The March Animal Care Task Force meeting will focus on the remaining Animal Based Outcome areas tabled and begin discussions related to pain management. Other topics that will be discussed in upcoming task force meetings, as informed by the survey and on-going feedback, will include calf management, fitness to transport, euthanasia, record keeping, continuing education, willful mistreatment thresholds and animal observation scoring sampling approach.

Environmental Stewardship Evolves in Version 3

NMPF and the Innovation Center for U.S. Dairy are collaborating to update the greenhouse gas (GHG) model that powers FARM ES. With the launch of FARM ES Version 3.0 in 2024, the program will transition to a “process-based” model through work with RuFaS – an initiative involving researchers from across the country focused on environmental modeling of dairy farms. Shifting to a process-based model offers several benefits for addressing customer requests while offering more insights to farmers and FARM Participants:

- A more robust and accurate model, while remaining practical and easy to use
- Farm-level environmental and economic insights through scenario analyses to support informed decision-making about the adoption of practices and technologies
- Increased functions to enable farmers, cooperatives, and processors to work with supply chain customers interested in investing in on-farm interventions and GHG reductions

Through this upgrade, FARM ES will be positioned to better support the dairy community’s efforts to achieve its 2050 environmental stewardship goals, including to become GHG neutral or better. Stakeholder engagement and

feedback will be widely solicited throughout the next couple of years. If you have questions in the meantime, please direct to Nicole Ayache at nayache@nmpf.org.

NEW FROM THE FARM PROGRAM

New in 2022: Quarterly ES and WFD Evaluator Discussion Groups

The FARM Program is launching Quarterly Evaluator Discussion Groups for FARM Environmental Stewardship (ES) and Workforce Development (WFD) evaluators in 2022. These 45-minute Zoom calls are voluntary and will allow the FARM evaluator network to exchange ideas and best practices on ES and WFD program implementation. Sessions will also feature subject matter experts and topical discussion for continuing education opportunities. The first WFD Evaluator Discussion Group on April 7 will highlight the topic of Onboarding and Orientation practices with Cornell Professor, Dr. Richard Stup. The first ES Evaluator Discussion Group will follow on April 22, highlighting V3 development plans and common ES questions. If you are interested in attending the Q1 ES or Q1 WFD Evaluator Discussion Groups, click the links below to register:

- April 7 - 11:00 AM-11:45 AM: [WFD Q1 Evaluator Discussion Group](#)
- April 22 - 11:00 AM-11:45 AM: [ES Q1 Evaluator Discussion Group](#)

Town Hall Scheduled for Animal Care Version 5

FARM Animal Care standards are revised every three years to reflect the most current science and best management practices within the dairy industry. Standards, rationale, and accountability measures are reviewed and revised by the FARM Animal Care Task Force and NMPF Animal Health and Well-Being Committee with input from industry stakeholder groups including farmers, animal scientist and veterinarians. FARM is currently in the process of facilitating the development of [Animal Care Version 5](#).

Program staff and Acer will provide the latest updates on the Animal Care Version 5 process during a Town Hall discussion March 31 at 1 PM ET. Registration is available [here](#).

PAACO to Host Dairy Welfare Auditor Training

Audits and assessments are important because they promote the integrity of

the livestock industry and improve animal welfare. They can be a tool to communicate about animal care to consumers. The Professional Animal Auditor Certification Organization (PAACO) is offering a Dairy Welfare Auditor Training March 28 – 31 via Zoom.

Full registration includes pre-training homework, Dairy 201 online course, 4-day virtual training course, classroom materials, and virtual site visits.

Pending approval, your registration acceptance will be emailed to you by PAACO along with instructions for the prerequisites and course information.

[Click here](#) for more information.

RESOURCES

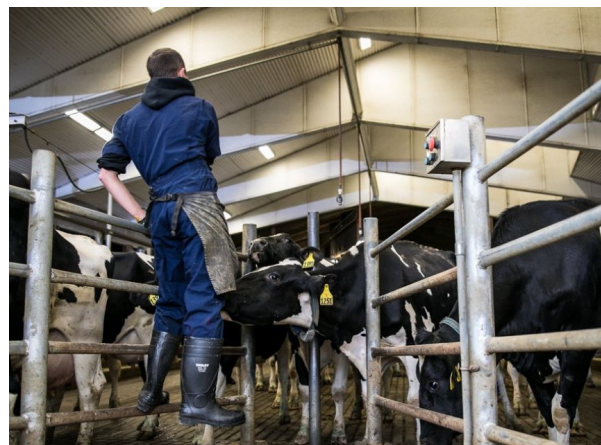
Stewardship Commitment Demonstrates U.S. Dairy's Positive Impact from Farm to Table

The U.S. Dairy Stewardship Commitment is a voluntary, stakeholder-aligned initiative to advance sustainability leadership across the dairy community. It aligns and quantifies industry action on important areas like the environment and animal care to affirm and illustrate U.S. dairy's longstanding values of responsible production, nourishing communities, and continuous improvement.

Cooperatives and processors that adopt the Stewardship Commitment agree to work collaboratively with diverse stakeholders and follow a rigorous set of standards to demonstrate a positive impact. On a broader scale, adopting companies support and contribute to U.S. dairy's ability to track, aggregate and report on national progress. To learn more about the commitment, [click here](#).

Human Resources Checkup: Timekeeping System

Timekeeping refers to the methods used by employees to accurately record the time they work, including start times and end times. The timekeeping process should include getting both employee and supervisor signoffs on the timekeeping submitted for payroll each pay period prior to processing. This ensures workers and supervisors agree on hours worked and employee paychecks are accurate.



Check-up:

- Does the farm have a timekeeping system that lets employees and their managers review and confirm the hours worked for each pay period?
- Are rest and meal breaks documented, for example, through a break relief schedule or within the farm's timekeeping system?

For tips on timekeeping systems, see chapters 5 and 6 of the [FARM HR Manual](#). For more resources check out the [FARM External Resources](#).

EVENTS

Upcoming Events

- March 21-25: International Dairy Federation Board Meeting
- March 28-30: [Agricultural Safety and Health Council of America Safety Summit](#)
- March 31: [Animal Care Version 5 Town Hall](#)
- April 7: [Quarterly WFD Evaluator Discussion Group](#)
- April 11: Animal Care Task Force Meeting
- April 12-14: [Dairy Calf and Heifer Association Annual Conference](#)
- April 13-14: FARM WFD Recertification

Note: The Initial WFD Evaluator Training has been rescheduled from March 23-24 to Aug. 24-25.

