



IN THIS ISSUE:

- [2] Season in a Nutshell
- [4] SLF Update
- [5] SLF Pruning Factsheet
- [7] Pocket Grape Disease Guide
- [8] NY Grown and Certified Grant
- [9] Disaster Declarations
- [11] What if I get a PERB Letter?
- [12] Labor Roadshow VII Flyer
- [13] Filing a Beneficial Owner Report
- [15] Upcoming Ag Supervisor Course
- [16] Events

FINGER LAKES VINEYARD UPDATE

December 2024

Photo Credit or Description Style, Photographer Name & Location

THE 2024 SEASON IN A NUTSHELL

As this will likely be the final Vineyard Update newsletter of 2024, I wanted to offer up a brief synopsis of the growing season that was. For most growers there were definitely highs and lows, good and bad, yin and yang, Captain and Tennille...(I think I lost the idea of this somewhere). Anyway, without cutting off Chris Gerling's Veraison to Harvest season wrap-up at the knees (maybe just the ankles), here are a few bits of data, observations, anecdotes, etc. about the 2024 season.

Growing degree days

The big headline regarding heat accumulation this year was that it was one of the warmest growing seasons in the Finger Lakes over the past 50 years. In fact, it was the warmest season ever at Geneva, based on our records from the Experiment Station. A couple of warm days at the end of October pushed this year's total accumulation to 2932 GDDs, well above our average of 2523 and just barely above the two previous warmest seasons in 2010 (2925 GDD) and 2021 (2916 GDD). Every month this year, except for August, was at least slightly above average in GDD accumulation, but May, June, July and September were especially warmer than normal (Figure 1).

The Teaching and Demonstration Vineyard near Dresden recorded 3,158 GDDs, just shy of the 2021 season total of 3,178 GDD.

Rainfall

As we have seen over many seasons, rainfall patterns can be very different depending on where you are. In some years, one part of the Finger Lakes is dealing with borderline drought conditions while another has plenty of rain. And these spots can be different within a given year and between them. Therefore, data from a single location may not tell the story of conditions in others, so what is presented here (from Geneva) may not fully reflect what happened in Interlaken or Hammondsport.

Rainfall amounts during the season were up and down – literally. The first half of April was pretty consistently soggy, but after that we had many cycles of wet and dry weather to various degrees (Figure 2) for the rest of the year. If it wasn't for 3.6" of rain that fell on August 9, the total for the year would have been a bit lower than normal. As usual, if the critical ripening period of late August and September are fairly dry, that bodes well for fruit quality and lower rates of bunch rots, and that's what we got for the most part this year.

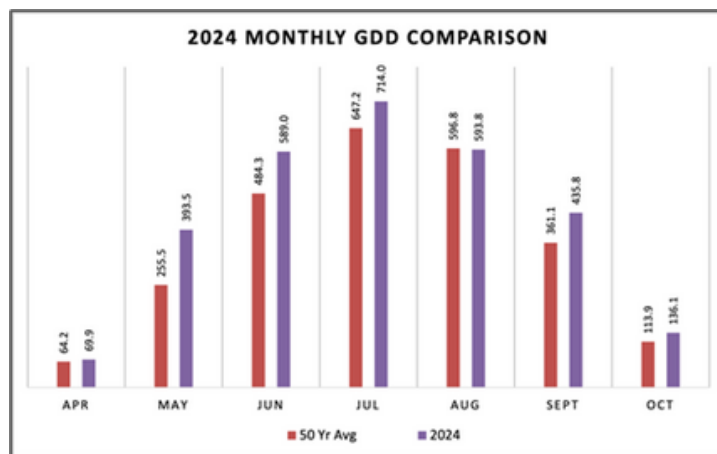


Figure 1. Monthly GDD accumulation at Geneva in 2024 compared to the 50 year average.

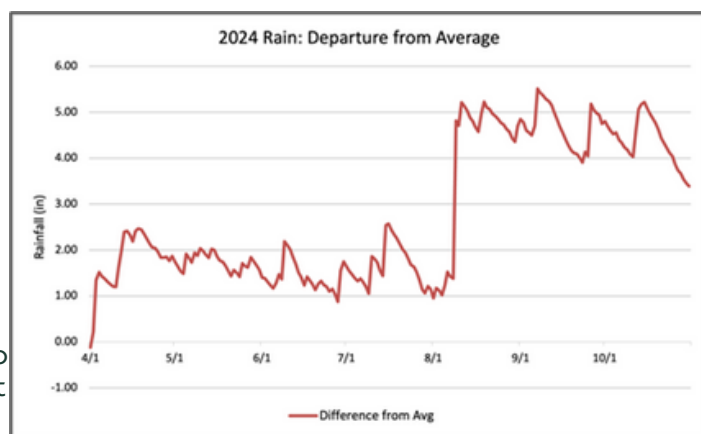


Figure 2. 2024 rainfall deviation from the 50 year average. Lines trending up mean higher than normal rainfall, lines trending down mean less than average rainfall.

THE 2024 SEASON IN A NUTSHELL

Season Summary

After a year that featured one of the worst spring frost events growers could remember, we entered the winter hoping that it would be the start of a new cycle that would be a bit kinder to growers. Fortunately, winter temperatures stayed above levels that would have caused any significant bud injury, so the vines reached budbreak with their full fruiting potential intact.

Budbreak was early for the second year in a row, but fortunately not as early as it was in 2023 (Table 1). Compared to our averages from the Teaching & Demonstration Vineyard, most varieties were about 7-10 days early, but about one week later than 2023. This ended up being very fortuitous, as temperatures dropped to the mid to upper 20s on April 26. A few buds showed signs of damage, especially closer to the ground, but overall, the region avoided another major frost event. Our friends in western New York were not so lucky, as they saw high levels of bud injury in most vineyards to the northeast of the NY/PA border.

Cultivar	Avg	2023	2024	Cultivar	Avg	2023	2024
Riesling	5/11	4/26	5/2	Cayuga White	5/11	4/30	5/3
Chardonnay	5/7	4/40	5/1	Aravelle	5/10	4/26	5/1
Cab Franc	5/9	4/27	5/2	Corot Noir	5/11	4/29	5/3
Lemberger	5/9	4/22	4/30	Marquette	5/3	4/13	4/22
Gruener Veltliner	5/9	4/26	5/2	Table 1. Budbreak dates for cultivars at the Teaching & Demonstration Vineyard.			
Marquis	5/4	4/15	4/28				
Jupiter	5/1	4/13	4/20				

The “earlyness” of the season continued through bloom and veraison as well, with both stages of development arriving about one week earlier than they usually do. This was due in part from the warm and sunny conditions in May this year, which ended up shortening the interval between budbreak and bloom by about 14 days compared to last year’s cool and cloudy May.

Midway through the season, it became evident that many growers were looking at higher than average yields in many of their vineyards. Crop estimates that we collected in several Concord blocks as part of a project with Gallo were in the 10-15 tons/acre range, and many other varieties ended up with above average yields as well.

Thanks to the early start of the ripening period, harvest for many varieties was bumped up a bit earlier than usual, despite the larger crops hanging in many vineyards, and for the most part, the weather cooperated through most of harvest this year. This led to a lot of positive vibes coming about the quality of the fruit that came in this year, and for the most part let growers and winemakers pick when they wanted to, rather than when they had to.

The one black mark on the 2024 season, however, was the lower demand for grapes this year, and when combined with larger crops, led to an excess of grapes in the market. The NY Grape & Wine Classifieds site was very active this year – probably more so than I can recall since we’ve been running it. Growers posted multiple ads with a wide range of varieties for sale, and wineries were trying to sell excess bulk wine from previous vintages to make room for the 2024 crop. We don’t have a sense yet of just how many grapes of what variety didn’t get sold, but we are hoping to do so this winter so we can present that information at [B.E.V. NY](#) in March.

Stay tuned for a more comprehensive look back on the season in the 2024 Veraison to Harvest wrap-up issue which will be sent out very soon.

SPOTTED LANTERNFLY UPDATE

.....



I have some good news and some bad news on the SLF front. In (relatively) good news, the population that was found in Romulus this past summer seems to have stayed fairly localized in the fall, although some adults were showing up near a couple of vineyards. The IPM Program, Department of Ag & Markets and others have been keeping an eye on the area since the summer, and scouting efforts will kick back up in the spring.

In the meantime, we would like for everyone to be on the lookout for SLF egg masses when they are outside this winter. Egg masses can be laid almost anywhere, from tree and vine trunks to vineyard posts to equipment to vehicles to buildings to just about anything else that will sit sedentary long enough for eggs to be laid on them. The IPM Program has developed a two-page fact sheet (following this article in the newsletter) about scouting for SLF egg masses while pruning vineyards this winter. We encourage you to share it you're your pruning crews as they begin to work this winter. Each egg mass that is removed in the winter means fewer SLF emerging next spring. A version of the fact sheet in Spanish will be available very soon also.

The bad news is that a population of SLF was found near downtown Geneva this fall. Multiple adults and egg masses were discovered near the Seneca Lake shoreline in early November, so both Ontario and Seneca Counties will be added to the map of [SLF populations in the northeast](#). This discovery is still relatively new, so I am still trying to learn more about this recent find and will communicate anything further when we get more information.

We are planning on having an update on SLF at this winter's [B.E.V. NY conference](#), including whatever further information we have about these two new developments regarding SLF in the Finger Lakes.



Multiple SLF egg masses laid on a vineyard post in Pennsylvania.

SCOUTING FOR **SPOTTED LANTERNFLY** WHILE PRUNING VINEYARDS

Invasive Species & Exotic Pests

The spotted lanternfly is an invasive insect rapidly spreading through the Northeast United States. This planthopper is an agricultural pest with the potential to cause significant harm to the grape industry. Scouting, early detection, and reporting will limit its spread.



Jacob Leeson and Brian Eshenaur;
New York State Integrated Pest
Management, Cornell University

Eric Clifton; Bioworks, Inc.

LIFE CYCLE

Eggs are laid in the fall, commonly directly on grapevines and trellis posts. Cold temperatures kill the adults and the eggs remain dormant through the winter hatching with warm temperatures in the late spring.

DETECTION AND CONTROL

During pruning, vineyard crews work on each vine, making it an ideal time to inspect them for Spotted Lanternfly egg masses. Identifying them is important for planning and management the following year.

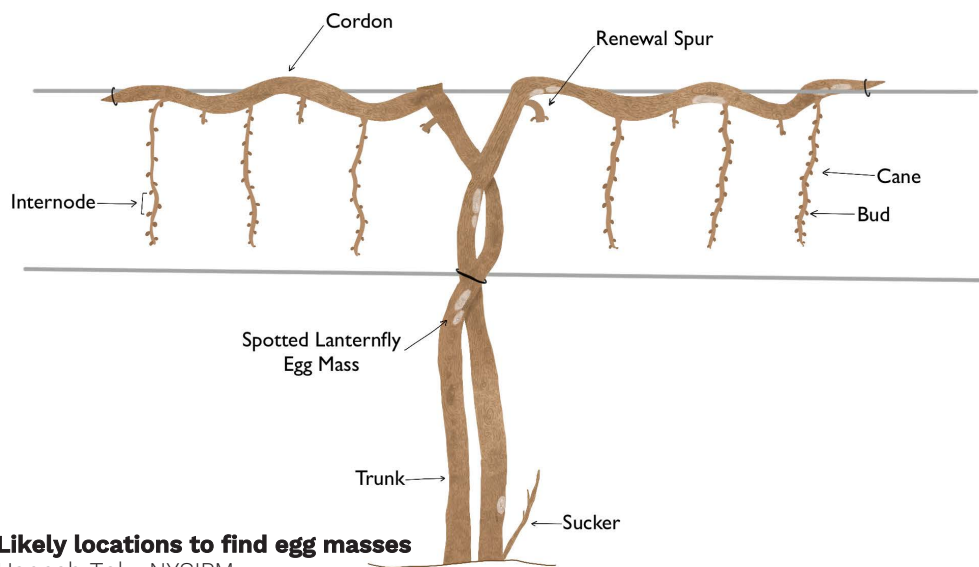
Egg masses laid on the trunk or cordons should be scraped off and collected with a hard, flat tool, making sure that no eggs are left behind. Any pruned canes with egg masses should be collected from the vineyard floor, removed and burned. Pruned vines can harbor small undetected egg masses as well as other grape pests and diseases.



Three adult Spotted Lanternfly with wings outspread on tree bark.
Jacob Leeson, NYSIPM

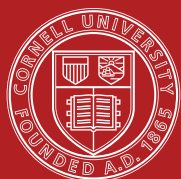


Spotted Lanternfly egg mass on a grapevine trunk.
Eric Clifton, Bioworks



Likely locations to find egg masses

Hannah Tolz, NYSIPM



**Agriculture
and Markets**

VINEYARD INSPECTION

When inspecting grape vines for spotted lanternfly egg masses, during pruning or throughout the colder months, make certain to check sheltered sections of vine. The covering of the egg masses might match the coloring of bark, so close inspection is necessary. The images below show common locations of egg masses. More eggs are found on the edges of a vineyard than towards the center of a block of vines. Walk the perimeter of the vineyard, inspecting nearby trees. Spotted Lanternfly will lay eggs on many kinds of trees.

EGG MASSES IN THE VINEYARD



The bases of vine trunks and support posts, especially if there are weeds or foliage providing cover



The underside of lateral cordons



Cracks in trunks or support posts provide cover for egg masses and juveniles when they hatch



REPORTING SPOTTED LANTERNFLY IN NEW YORK STATE

Early detection of invasive species in a new area is key to managing the spread of this pest. If it is new to your vineyard, it is important to report!

1. Take pictures of the insect or egg masses.
2. Collect the insect or egg mass. Place in a bag and freeze, or in a sealed container with rubbing alcohol or hand sanitizer to preserve them.
3. Note the location (street address and zip code, intersecting roads, landmarks, or GPS coordinates).
4. Submit pictures and location: reportslf.com



Spotted Lanternfly adults on a grapevine. Heather Leach

FOR MORE INFORMATION

- **New York State Integrated Pest Management Program**
go.nysipm.org/slf
- **New York State Department of Agriculture and Markets**
agriculture.ny.gov/plant-industry/spotted-lanternfly
- **United State Department of Agriculture, Animal and Plant Health Inspection Service Pest Alert**
aphis.usda.gov/aphis/resources/pests-diseases/hungry-pests/the-threat/spotted-lanternfly/spotted-lanternfly
- **PennState Extension**
extension.psu.edu/spotted-lanternfly

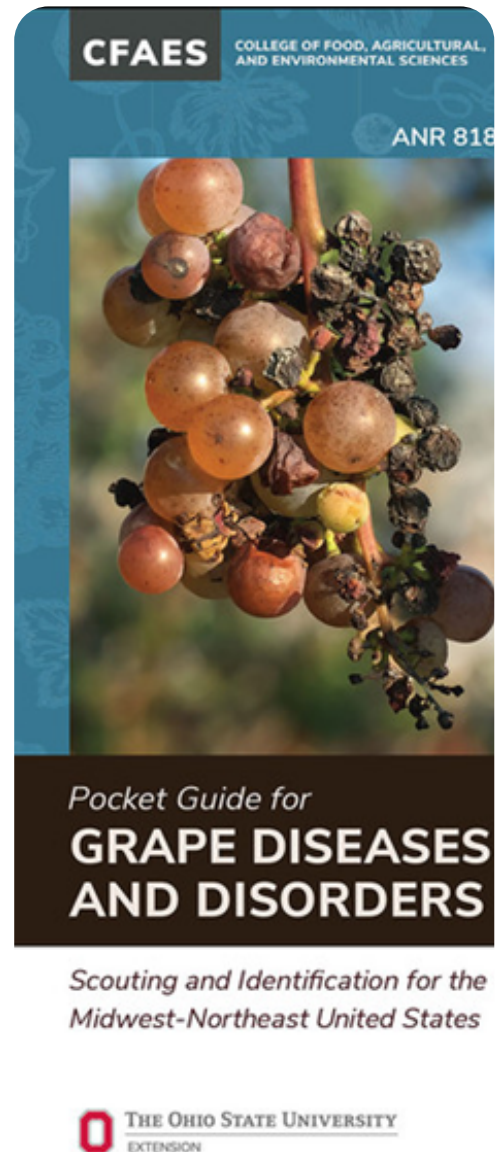


Photos provided by Eric Clifton except where noted.

“POCKET GUIDE FOR GRAPE DISEASE AND DISORDERS” AVAILABLE FROM OHIO STATE

Ohio State has just published a new Pocket Guide for Grape Diseases and Disorders. The guide is written by OSU fruit pathologist Dr. Melanie Ivey. The guide contains brief descriptions of each disease and disorder, including symptoms, appropriate timing for scouting, cultivar susceptibility and more.

A hard copy of the guide is \$16 and pdf version is \$10.50. Both are available at <https://extensionpubs.osu.edu/pocket-guide-for-grape-diseases-and-disorders/>.



NEW YORK STATE GROWN & CERTIFIED ITRD GRANT PROGRAM AVAILABLE TO FARMERS, PRODUCERS AND PROCESSORS

FUNDER: THE NEW YORK FARM VIABILITY INSTITUTE



All grantees must be NYS Grown & Certified members prior to reimbursement for their project. Grant applications will be more competitive if the applicant is already enrolled or actively in the process of becoming part of the NYS Grown & Certified program.

For New York growers, this will mean to get in the NYS Grown & Certified Program:

- NY Requirement: 100% Grown in NY
- Environmental: Every three years, farms are required to participate/renew in the Agricultural Environmental Management (AEM) program, administered by their county Soil and Water Conservation district, with the completion of Tier 2 of the program (or higher). Grape growers may substitute the Vine Balance Program OR the NY Sustainable Winegrowing for AEM. Renewals must be submitted to the Department.

Amount: Grant sizes will range from \$20,000 to \$250,000 for infrastructure and technology projects. A 10% match (cash, grant, loan) will be required for all projects

Availability: The Request for Proposals for Infrastructure and Technology projects was released on November 25. Applications must be submitted by February 28, 2025.

Informational Sessions

The 90-minute webinars will be organized and presented based on the NYS G&C certification categories listed below. The content for all will be similar, but we anticipate the audience questions will be different. All webinars will be recorded, please use the links below to register.

- | | |
|--|----------------------------|
| • <u>Farmers/Producers Webinar:</u> | December 10, 2024 4:00 PM |
| • <u>Processors Webinar:</u> | December 11, 2024 10:00 AM |
| • <u>Distributors/Strategic Retail partners:</u> | December 16, 2024 10:00 AM |

For more information about this program, visit <https://nyfvi.org/new-york-state-grown-certified-itrd-grant-program-2024copy/>.

Stakeholder Notification

USDA Designates Numerous New York Counties as Natural Disaster Areas Due to Weather Events

This Secretarial natural disaster designation allows the United States Department of Agriculture (USDA) Farm Service Agency (FSA) to extend much-needed emergency credit to producers recovering from natural disasters through [emergency loans](#). Emergency loans can be used to meet various recovery needs including the replacement of essential items such as equipment or livestock, reorganization of a farming operation, or to refinance certain debts. FSA will review the loans based on the extent of losses, security available, and repayment ability.

Triggering Disaster #1

Impacted Area: New York

Triggering Disaster: Excessive Rain & Wind from 8/19/24 - 8/20/24

Application Deadline: 7/28/2025

Primary Counties Eligible:

- **New York:** Saratoga

Contiguous Counties Also Eligible:

- **New York:** Albany, Fulton, Hamilton, Montgomery, Rensselaer, Schenectady, Warren, Washington

Triggering Disaster #2

Impacted Area: New York, New Jersey and Pennsylvania

Triggering Disaster: Hurricane Debby from 8/5/24 - 8/10/24

Application Deadline: 7/28/2025

Primary Counties Eligible:

- **New York:** Jefferson, Orange, Saratoga, Steuben

Contiguous Counties Also Eligible:

- **New York:** Albany, Allegany, Chemung, Dutchess, Fulton, Hamilton, Lewis, Livingston, Montgomery, Ontario, Oswego, Putnam, Rensselaer, Rockland, St. Lawrence, Schenectady, Schuyler, Sullivan, Ulster, Warren, Washington, Yates

- **New Jersey:** Passaic, Sussex
- **Pennsylvania:** Pike, Potter, Tioga

Triggering Disaster #3

Impacted Area: New York

Triggering Disaster: Excessive Rain from 7/29/24 - 8/20/24

Application Deadline: 7/28/2025

Primary Counties Eligible:

- **New York:** Onondaga

Contiguous Counties Also Eligible:

- **New York:** Cayuga, Cortland, Madison, Oswego

Triggering Disaster #4

Impacted Area: New York

Triggering Disaster: High Winds, Hail on 8/11/24

Application Deadline: 7/28/2025

Primary Counties Eligible:

- **New York:** Orleans, Wayne

Contiguous Counties Also Eligible:

- **New York:** Niagara, Genesee, Monroe, Ontario, Seneca, Cayuga

More Resources

On farmers.gov, the [Disaster Assistance Discovery Tool](#), [Disaster Assistance-at-a-Glance fact sheet](#), and [Loan Assistance Tool](#) can help you determine program or loan options. To file a Notice of Loss or to ask questions about available programs, contact your local [USDA Service Center](#).

#

USDA is an equal opportunity provider, employer, and lender.

WHAT TO DO IF A CERTIFIED LETTER FROM NYS PUBLIC EMPLOYMENT RELATIONS BOARD (PERB) COMES TO YOUR FARM?

I was informed recently that a New York State fruit farm recently received notice from the Public Employment Relations Board (PERB) stating that dues authorization cards have been submitted to them by the UFW union. Farm employee unions were authorized in New York by legislative action beginning January 1, 2020, but this is still a new environment for many farms.

Sometimes a farm's first indication that a unionization effort is underway is the notice to the employer from PERB. If PERB receives enough signed cards filed by a union on behalf of the employees of a particular employer, notice is sent to the employer by certified mail. From the date the certified mail notice is signed for, the employer only has 8 calendar days to respond. If you do not respond in that short time window, all ability to challenge the union is lost. Make sure if certified mail arrives at a farm office or the home of one of the owners it is opened right away. Eight days will go by very fast.

To help your farm navigate the unionization process, the recommendation from farmers who have gone through this process is, if you get a notice from PERB (or suspect that your farm is a target of a unionization effort), you should immediately get a lawyer. This is not a task for your local real estate or business lawyer. There are only a few law firms in the country that have experience in handling this. The NYS Hort Society has offered to help direct growers who need assistance in finding an attorney. Their email address is NYSHS@hotmail.com.

Because of the short turn-around time to respond to PERB, it is important that all owners, managers and office staff know that a certified mail notice from PERB needs to be handled as soon as it is received.

[Here is a link to additional information on unionization of farmworkers in New York](#) offered by the Cornell Ag Workforce Development program. In addition, sessions on farmworker unionization will be offered this year at the Ag Labor Roadshow to help you stay current on the laws, regulations and best practices for farms working in a unionized labor environment. Information about the Road Show is in the upcoming programs section.



Registration Now Open!

LABOR ROADSHOW VIII

Event Highlights

AWDC's Labor Roadshow VIII will dig deep into pressing issues that every farm employer needs to understand. Dynamic speakers will present and take questions on topics such as the following:

- **How to Protect Yourself During an I-9 Audit**
- Overtime and other payroll compliance
- Union organizing: updates and management strategies
- Leadership and language learning opportunities for English- and Spanish-speaking supervisors and managers
- Heat safety and compliance
- Benefits for farm employees
- Farm safety, risk, and managing insurance
- Farm employee housing management

NEW TOPIC
ADDED

2024 Roadshow Schedule:

IN PERSON SESSIONS



TROY, NY

DECEMBER 11

Hudson Valley
Community College



GENEVA, NY

DECEMBER 13

Jordan Hall
Cornell Agritech

In person events will run from 8:30 AM – 4 PM.

ONLINE SESSIONS



DECEMBER 17 & 18 from 12–2 PM

Zoom webinar platform

REGISTRATION INFORMATION



\$75/person

Cash, check, and advance online payments will be accepted.



Checks may be made out and sent to “NEDPA”:

Northeast Dairy Producers Association
121 State Street, Albany, NY 12207

Questions can be directed to:



info@nedpa.org
585-447-0034



AWDC

Agricultural Workforce Development
Council of New York State

<http://bit.ly/AWDCLaborRoadshow>



A NEW REQUIREMENT FOR SMALL BUSINESSES (INCLUDING MOST FARMS): FILING A BENEFICIAL OWNERSHIP REPORT WITH THE DEPARTMENT OF THE TREASURY. DEADLINE IS JANUARY 1, 2025

Beginning January 1, 2024, most small entities—including single member LLCs—must file online reports with the Financial Crimes Enforcement Network (FinCEN), a bureau of the U.S. Department of the Treasury, disclosing information about the beneficial owners of the entities. This new reporting requirement—estimated to impact at least 32.6 million entities in 2024—was created by the Corporate Transparency Act (CTA). Existing entities have until January 1, 2025, to make their first beneficial ownership information (BOI) report.

Do I have to File?
If you are an LLC, Corporation, LLP or Limited Partnership in New York, yes you do.
Any entity created by the filing of a document with a secretary of state or any similar office under the law of a state or Indian tribe, unless exempted from the reporting requirement, must file. Examples of exempt entities include tax-exempt and government. (The list of exempt entities is in this [FAQ](#).)

For-profit farms are not on the exempt list. Single-member LLCs are subject to BOI reporting requirements. Sole proprietorship farms are exempt since they do not file with the Secretary of State in New York.

Why on Earth do I have to do this?
In 2021, Congress passed the Corporate Transparency Act on a bipartisan basis. This law creates a new reporting requirement as part of U.S. government efforts to make it harder for bad actors to use shell companies or opaque ownership structures to hide or benefit from ill-gotten gains.

What Happens if I Don't File?
You should file because the penalties are large, and it is straightforward to file.
Failure to file a BOI report can result in severe civil and criminal penalties! If you don't file a BOI report, you could face a \$500-per-day fine, up to \$10,000, and up to two years in prison.

Where to File: <https://boiefiling.fincen.gov/fileboir>.

How will this information be used and who can see it?
Beneficial ownership information reported to FinCEN is exempt from disclosure under the Freedom of Information Act (FOIA). FinCEN published the rule that will govern access to and protection of beneficial ownership information on December 22, 2023. According to the website, beneficial ownership information reported to FinCEN is stored in a secure, non-public database using rigorous information security methods and controls typically used in the Federal government to protect non-classified yet sensitive information systems at the highest security level. In accordance with the Corporate Transparency Act, FinCEN may permit access of beneficial ownership information to:

- Federal agencies engaged in national security, intelligence, or law enforcement activity.
- State, local, and Tribal law enforcement agencies with court authorization.
- Officials at the Department of the Treasury.
- Foreign law enforcement agencies, judges, prosecutors, and other authorities that submit a request through a U.S. Federal agency to obtain beneficial ownership information for authorized activities related to national security, intelligence, and law enforcement.
- Financial institutions with customer due diligence requirements under applicable law (to facilitate compliance with those requirements).
- Federal functional regulators or other appropriate regulatory agencies that supervise or assess financial institutions with access to beneficial ownership information (to supervise such financial institutions' compliance with customer due diligence requirements).

A NEW REQUIREMENT FOR SMALL BUSINESSES (INCLUDING MOST FARMS): FILING A BENEFICIAL OWNERSHIP REPORT WITH THE DEPARTMENT OF THE TREASURY. DEADLINE IS JANUARY 1, 2025

What Information Will I have to Provide?

For the company:

- Full legal name
- Any trade name or “doing business as” name
- Complete current U.S. address
- Jurisdiction of formation (including State or Tribal jurisdiction for a domestic reporting company)

For each beneficial owner and each company applicant required to be reported:

- Full legal name
- Date of birth
- Complete current address
- Unique identifying number and issuing jurisdiction from one of the following non-expired documents:
 - U.S. passport
 - Identification document issued by a State, local government, or Indian Tribe
 - State-issued driver’s license
- If none of the above are available, a foreign passport, and an image of the document from which the unique identifying number was obtained.

What is a “Beneficial Owner”?

In general, beneficial owners are individuals who:

- Directly or indirectly exercise “substantial control” over the reporting company, or
- Directly or indirectly own or control 25% or more of the “ownership interests” of the reporting company.

The rules for the program provide that beneficial owners do not include:

- A minor child, provided the reporting company reports the required information of a parent or legal guardian of the minor child and states that the individual is the parent or legal guardian of a minor (once the minor child reaches the age of majority, the report must be updated).
- An individual acting as a nominee, intermediary, custodian, or agent on behalf of another individual.
- An employee of a reporting company, acting solely as an employee, provided that such person is not a senior officer.
- An individual whose only interest in a reporting company is a future interest through a right of inheritance.
- A creditor of a reporting company.

What are “Company Applicants”?

Companies created or registered before January 1, 2024, are required to report only beneficial owners. Companies created or registered on or after January 1, 2024, must report the company applicants, in addition to beneficial owners.

Company applicants include:

- The individual who directly files the document that creates, or first registers, the reporting company; and
- The individual that is primarily responsible for directing or controlling the filing of the relevant document.

What is the “FinCen Identifier”?

An individual or reporting company may obtain a FinCEN identifier by submitting an application at or after the time that the reporting company submits its initial report. Each identifier is specific to the individual or reporting company. If an individual has obtained a FinCEN identifier, the reporting company may use that identifier in its report instead of reporting all of the required information for the individual.

Where Can I get More Information?

Department of the Treasury, Financial Crimes Enforcement Network (FinCen)

Beneficial Ownership website: <https://www.fincen.gov/boi>

Department of the Treasury, Financial Crimes Enforcement Network (FinCEN)

BOIEFiling website: <https://boiefiling.fincen.gov/>

AG SUPERVISORY LEADERSHIP (ASL) 104 - STAFFING AND ORGANIZING YOUR TEAM

Online Registration Now Open for Agricultural Supervisory Leadership Training

Cornell Agricultural Workforce Development is excited to announce the registration is now open for the upcoming course, Ag Supervisory Leadership (ASL) 104: Staffing and Organizing Your Team. This essential online training is designed for farm managers, supervisors, and HR professionals who are ready to take their leadership skills to the next level and build a stronger, more effective team. The course will begin on January 17, 2025, with live Zoom discussions beginning on January 23, and will run through February 27, 2025.

Course Overview: In today's competitive agricultural industry, finding the right employees is more challenging than ever. Hiring the wrong person can lead to costly consequences, but with the right tools and strategies, you can create a team that drives success. In Staffing and Organizing Your Team, participants will learn how to professionalize their human resource systems and position their farms as employers of choice.

Key topics include:

- Becoming a Preferred Employer
- Personnel Planning and Job Descriptions
- Avoiding Bias and Discrimination in Hiring
- Recruiting and Interviewing Strategies
- The Selection Process and Onboarding

The course is designed to help you streamline your hiring processes, improve employee engagement, and reduce turnover, all while building a positive workplace culture.

Course Details:

- **Course Format:** Online via Moodle, with live weekly Zoom discussions every Thursday at 3 PM ET.
- **Start Date:** January 17, 2025 (Module 1 release).
- **Live Sessions:** Every Thursday, starting January 23, 2025, through February 27, 2025.
- **Time Commitment:** A minimum of two hours per week for course activities, including weekly discussions and assignments.
- **Course Cost:** \$275 for NYS residents; \$325 for out-of-state residents.
- **Pre-registration Required:** Registration closes on January 22, 2025, at 11:59 PM.

Scholarship Opportunity for Dairy Producers: Thanks to the generous support of the Northeast Dairy Business Innovation Center (NE-DBIC), eligible dairy producers can apply for a \$100 scholarship to help offset registration costs. Participants must select "Dairy" when prompted about their industry during the registration process to be considered for this limited scholarship. Eligible applicants must be from the following states: Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont.

How to Register for the Scholarship: To qualify for the scholarship, please ensure that you select either "NYS Dairy" or "Northeast Dairy" when registering for the course. This will trigger scholarship eligibility, and your discounted rate will be reflected at checkout.

About the Agricultural Supervisory Leadership (ASL) Certificate: Supervisors are key to the success of any farm business. They directly influence employee performance, engagement, and retention. The ASL certificate program provides farm supervisors and managers with critical leadership and human resource management tools to foster productive, rewarding workplaces. The program combines recorded lectures, live discussions, reading materials, and interactive assignments to help participants develop practical skills and confidence in managing teams.

Upon completion of all six courses within the ASL certificate program and a passing grade of 70% or higher on all weekly quizzes, participants will earn the Agricultural Supervisory Leadership Certificate.

For More Information and to Register: Don't miss the opportunity to improve your team-building skills and become a more effective leader in the agricultural workforce. Register here now: <https://cvent.me/e5rB4V>

UPCOMING EVENTS

Don't forget to check out the calendar on our website (<https://blogs.cornell.edu/flxgrapes/events/>) for more information about these and other events relevant to the Finger Lakes grape industry.

.....



ASEV-Eastern Section Hang Time Series:

"Blending in the Winery and Consumer Acceptance of Wine Blends"

Tuesday, December 12 11:30 – 12:30 EST

Registration link: https://zoom.us/webinar/register/WN_hkUYiyDIR4isot9iy8tW0w

Featured Speakers:

- Drew Horton - Enology Specialist at the University of MN
- Dr. Stephan Sommer - Enology Specialist at the University of MO
- Christian Miller - Research Director of the Wine Market Council

Everyone who is interested is invited to attend, both ASEV members and non-ASEV members! The webinar is free, but registration is required - just click the link above.

Labor Roadshow VIII

Wednesday, December 13

8:30 AM – 4:00 PM

Jordan Hall

Cornell AgriTech

630 W North St., Geneva NY

Online webinar versions:

Tuesday, December 17 and Wednesday, December 18

12:00 – 2:00 PM

Program highlights:

- How to Protect Yourself During an I-9 Audit
- Overtime and other payroll compliance
- Union organizing: updates and management strategies
- Leadership and language learning opportunities for English- and Spanish speaking supervisors and managers
- Heat safety and compliance
- Benefits for farm employees
- Farm safety, risk, and managing insurance
- Farm employee housing management

See brochure in this newsletter for more information. Registration fee is \$75. Registration link:

<https://forms.gle/pXHDgh2bot9NnQPv9>

Electric Weeding in Organic Perennial Crops

Tuesday, January 14, 2025

We're pleased to invite you to an upcoming webinar hosted by eOrganic on January 14, 2025. This session will explore Electric Weeding in Organic Perennial Crops, a promising solution for one of the most persistent challenges in organic fruit and berry production: effective weed management. In this engaging webinar, researchers from Oregon State University, University of California Davis, and Cornell University will share the findings of their latest experiments with electric weeding machines in organic blueberry and orchard crops.

Register now at https://oregonstate.zoom.us/webinar/register/WN_ZJ5T7ytCQD29DyLrbuIGNg

The vineyards at Swedish Hill Winery in Seneca Falls, NY.

Photo credit: Robert Barker (UREL)



FINGER LAKES GRAPE PROGRAM

RESEARCH · RELATIONSHIPS · RELEVANCE

FOLLOW FLGP:



@CCEFLGP



[FINGER LAKES GRAPE PROGRAM](#)



@CCEFLGP

BLOG

[BLOGS.CORNELL.EDU/FLXGRAPES/](https://blogs.cornell.edu/flxgrapes/)

WEBSITE

[FLGP.CCE.CORNELL.EDU/](https://flgp.cce.cornell.edu/)

Got some grapes to sell? Looking to buy some equipment or bulk wine? List your ad on the **NY Grape & Wine Classifieds** website today!

flgclassifieds.cce.cornell.edu/

TEAM

Hans Walter-Peterson
Team Leader

Donald Caldwell
Viticulture Technician

Ellen Coyne
Project Field Technician

Brittany Griffin
Team Coordinator

Cornell University Cooperative Extension provides equal program and employment opportunities. CCE does not endorse or recommend any specific product or service. This program is solely intended to educate consumers about their choices. Contact CCE if you have any special needs such as visual, hearing or mobility impairments.

Cornell Cooperative Extension
Finger Lakes Grape Program

The Finger Lakes Grape Program is a partnership between Cornell University and the Cornell Cooperative Extension Associations in Ontario, Seneca, Schuyler, Steuben, Wayne and Yates Counties.