Cornell Cooperative Extension

 Eastern NY Commercial Horticulture Program

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Fall Weed Control in Orchards: Quick Review Mike Basedow, CCE Eastern NY Commercial Horticulture

As we get close to wrapping up harvest, now is a good time to consider whether you want to put on a fall herbicide application. In this article, I will briefly review some of the pros and cons of fall treatments, and provide some of the recommendations from trials conducted by extension specialists in the fall of 2014 through 2016. While this is a quick review, if you are interested in learning more, I highly recommend giving the full Fruit Quarterly article, Managing Apple Orchard Weeds in the Fall, a read. It is available in the Winter 2016 print edition of Fruit Quarterly, or online here: http://nyshs.org/wp-content/uploads/2017/03/Breth-Pages-9-16-from-NYFQ-Book-Winter-2016-4.pdf

Pros of a fall herbicide application:

+ Applying residual herbicides in the fall removes one additional chore from the to-do list during the spring rush. This can be particularly helpful in exceedingly wet springs where it might be difficult to get the sprayer out into the orchard in time.

+ Moisture is more reliable in the fall. We need this rainfall to help move residual herbicides into the seed germination zone.

Cons of fall application:

- In years where harvest runs late, we may not have enough time to get an herbicide application on. Weeds become less susceptible to herbicides after a frost, which may give us a very narrow window for applications to be made on the northern end of our production region.

- If the orchard floor is already weedy come fall, it will be difficult to get good herbicide distribution. Fall applications are not a cure-all, and need to be one piece of your larger seasonal weed management program.

- Branches weighed down with fruit are likely still hanging low, and may come into contact with your post-emergent herbicide.

Table of Contents

- 1 Fall Weed Control in Orchards: Quick Review
- 4 Herbicides Used in Tree Fruit Crops
- 6 Is Salary Pay the Answer? Myth and Possibilities
- 8 H-2A News: No More Newspaper Ads!
- 9 Survey for Commercial Apple Growers in NY
- 10 HVRL Staffing Update
- 10 New York Labor Roadshow III Registration
- 11 H-2A Program Flyer
- 12 Upcoming Events

(Continued from page 1)

- Glyphosate is risky in the fall, and should be avoided in fall applications. Paraquat would be the post-emergent of choice at this time of year.

- Finally, winter annual weeds are not entirely bad! They hold the soil in place through the winter months, which can be particularly helpful in orchards on hillsides or in other areas where erosion has been a problem. Winter annuals are also fairly poor competitors in the spring during the critical weedfree period, as many will flower and brown out in the early spring.

General suggestions:

So with these considerations in mind, here are some tips if you want to give fall herbicide applications a try:

- To a get good response from fall applications, the site needs to already be fairly clean for good herbicide distribution. This may require multiple post-emergent applications earlier in the growing season.
- Trickle irrigation will lead to weedy spots, as herbicides will be diluted around the emitters.
- Your fall application should consist of both a post-emergent herbicide to remove the current vegetation, along with a residual to prevent new weeds from germinating in the spring. Tank mixes should complement each other in terms of which weed species they control.
- For fall-applied post-emergents, paraquat is recommended over glyphosate, as glyphosate can be taken up by the trees and exacerbate the risk of winter injury. If you do plan to use glyphosate in your weed management program, save it for treating emergent weeds during the spring or early summer when your fall residual control starts to diminish.
- 2,4-D would be useful after harvest for controlling perennial weeds, or for controlling broadleaf perennials in the row middles post-harvest.
- All post-emergents need to be applied before weeds are too tall. Spraying them too late may lead to poor control, and risks injury to tree trunks if they need to be applied higher up from the ground. Do not spray across the tree rows.
- When choosing which residual herbicides to use on your orchards, choose products with good efficacy against your most problematic weed species.
- In their herbicide trial in Western NY, Alion, Chateau + Prowl, or Goaltender applied in the fall of 2014 provided the greatest residual control against emerging weeds the following spring. The next best group of treatments were Casoron CS, Matrix, Simazine+ Diuron, and Sandea. Similar results were observed in the Hudson Valley.



For an effective fall herbicide application, the herbicide strip should be relatively bare ahead of the application for the residual to have good soil contact.



Weedy sites will have poor herbicide coverage in the fall, and low hanging branches that were weighed down with fruit can potentially come into contact with your post-emergent herbicide, which can cause some plant damage.

- In the Champlain Valley trial, Matrix, Sandea, or Alion applied in the fall of 2015 provided the best residual control against weeds emerging the following spring.
- For long-term management, residuals should be rotated between different modes of action. In the Western NY trial, the most effective long-term control was achieved with GoalTender '14 followed by Alion '15, and Alion '14 followed by Casoron '15. Note that all of these applications were followed in the spring with post-emergent materials to knock back weed cover during the critical weed free period, and received additional paraquat applications in August of '15.

(Continued from page 2)

- A table of commonly used orchard herbicide products has been included at the end of this article. For additional information on which weed species each product controls, check out the weed management excel file here: <u>https://lof.cce.cornell.edu/submission.php?</u> id=321&crumb=crops|crops|plums|crop*49
- Remember that perennial weeds are going to be difficult to control after the block is established. The best time to treat persistent perennials is before the block is planted, using a combination of post-emergent herbicides, tillage, and disking.

Table 2b. PWC for each treatment followed by percent control after post-emergence spray in 2015.

		% weed Cover	Postemergent Spray		5	% weed cov	er	
	TREATMENT Fall 2014	1-Jun	May 29-Jun 3	19-Jun	% control	2-Jul	15-Jul	31-Jul
Α	Casoron*	32 d	Gly + Venue + MSO	6 bc	81	6 C	37 cd	42 cdef
В	Sandea + Prowl*	6.1 e	Unison spot	2 C	67	2 c	28 de	25 efgh
С	Goaltender*	9.6 e	Rely	0 c	100	1 c	5 gh	7 gh
D	Chateau + Prowl*	5.0 e	Unison Spot	4 bc	20	2 c	12 fgh	12 gh
E	Alion*	2.2 e	Unison Spot	0 с	100	0 c	2 h	2 h
F	Matrix*	43 cd	Gly + TreeVix + MSO	2 C	95	2 c	14 fgh	17 fgh
G	simazine + diuron*	8.9 e	Gly + Clean Amine	1 c	89	2 c	22 ef	30 defg
н	Sinbar*	33 d	Gly + Unison + Aim	3 C	91	1 c	15 fg	22 efgh
1	Unison + Gly	54 bc	Gly + Rely	12 bc	78	13 c	45 bc	51 cd
J	Gramoxone	61.1 abc	Gly	50 a	18	33 b	72 a	88 ab
к	Glyphosate	78.3 a	Stinger + Unison	46 a	41	58 a	79 a	94 a
L	Stinger	65 ab	Gly + Clean Amine	20 b	69	12 c	37 cd	45 cde
м	Untreated	71.7 ab	Gly + Unison	16 bc	78	28 b	57 b	63 abc

Percent weed cover for each fall applied treatment in Western NY, including a spring post emergent spray, at four monitoring times during the following summer. Treatments A through H also included an application of paraquat at 2.5pt/acre at the time of residual application.

All plots treated with Gramoxone 2.5 pt/acre on 7 August 2015.

Numbers followed by the same letters are not statistically different.

Table 5. Champlain Valley Fall 2015 Weed Control, Evaluation Spring 2016

Material #1	Rate	Material #2	Bate	% Weed Cover	Weed Species Breakthrough
2.4-D	3 nt/A	na	na	85	
2,4-0	SPUA	na	110	05	0,,,,0
Glyphosate	3 qt/A	na	na	65	OX, V, M, LQ
Glyphosate	3 qt/A	2,4-D	3 pt/A	62	OX, V, M, LQ
Alion	5 oz/A	na	na	22	OX, V, G, HW
Casoron	2.8 gal/A	na	na	70	OX, V, G, M
Chateau	12 oz/A	na	na	36	OX, V, D, G, LT
GoalTender	4 pt/A	na	na	67	OX, V, G, HW
Matrix	4 oz/A	na	na	8	OX, V, G
ProwIH2O	4 pt/A	na	na	68	V, G, M, HW
Sandea	1 oz/A	na	na	18	OX, V, D, G
Stinger	0.67 pt/A	na	na	73	V, G, M
Control	na	na	na	92	See complete list

Percent weed cover in the spring following a 2015 fall herbicide applications in the Champlain Valley.

* no surfactants or Gramoxone used. Sprayed onto nearly bare ground.

KEY: OX: Oxalis, V: Vetch, D: Dandelion, G: Orchard Grass, M: Mustard, LQ: Lambs Quarters, LT: Lady's Thumb, HW: Horseweed

Table 4. Summary of the seasonal average PWC for each treatment for each year and for the 2-year duration.

	TREATMENT 2014-15	Treatment 2015-16	14-15 AVG Weed C	Percent	15-16 AVG	Percent Weed	2014-2010 Weed	6 Average Cover
A	Casoron*, Gly+Venue+MSO	Sandea + Prowl*, Gly+Unison	15	CDE	29	BC	20	CDE
В	Sandea + Prowl*, Spot Unison	Sinbar*, Gly+CleanAmine	9	EF	34	В	19	DEF
С	Goaltender*, Rely	Alion*, Rely	2	F	3	G	3	G
D	Chateau + Prowl*, Spot Unison	Matrix*, Gly+Rely	5	EF	21	BCDE	11	EFG
Ε	Alion*, Spot Unison	Casoron*, Gramoxone+Aim	1	F	6	FG	3	G
F	Matrix*, Gly+Treevix+MSO	Sinbar + diuron*, Gly+Unison	11	DEF	25	BCD	17	DEF
G	simazine + diuron*, Gly+CleanAmine	Chateau + Prowl*, Gly+CleanAmine	8	EF	17	CDEF	11	EFG
н	Sinbar*, Gly+Unison+Aim	Alion+Matrix*, Gly+Unison+Aim	10	DEF	11	EFG	10	FG
1	Unison + Gly, Gly + Rely	Alion*, Stinger+Unison	24	BC	27	BCD	25	CD
J	Gramoxone, Gly	Alion+Matrix*, Gly+CleanAmine+Aim	38	A	15	DEFG	29	BC
ĸ	Glyphosate, Stinger+Unison	Alion+Matrix*, Gly+Aim	44 /	A	24	BCDE	36	В
L	Stinger, Gly+CleanAmine	Goaltender*, Gramoxone+Aim	21	CD	18	CDEF	20	CDEF
M	Untreated, Gly+Unison	Untreated, Stinger+Unison	34	AB	88	A	55	A

Percent weed cover for each year of the study, and the two year average weed cover for various treatment rotations in Western NY.

Herbicides Used in Tree Fruit Crops

Summarized by Deborah Breth, CCE LOF; Updated by Mike Basedow, CCE ENYCHP

Following is a list of herbicides labeled for use in tree fruit crops, the mechanism of action of herbicide group, strengths and weaknesses, notes on need for rainfall for activation, and adjuvant requirements. There are generics for many of these products. Read the label for target weeks, rates, and timings.

(Continued on page 5)

Herbicide – years established	WSSA MECHANISM OF ACTION	STRENGTH	IRENGTH WEAKNESS	
Alion* - pome & stone 3 yr	29: Inhibits cellulose biosynthesis and deposition on cell walls	Annual grasses and broadleaves	No post-emergence	Need rain or irrigation within 21 days or before weed germination
Casoron – pome & cherry 4 weeks for G, 1 yr for CS	20: Inhibits cell wall formation and new cell growth at growing points. Provides weed barrier, do not disturb soil surface after application	Annual and perennial grasses and broadleaves, nutsedge	Well established plants	Must be incorporated by rainfall. Soil temp is <45F for 4G, early spring for CS
Chateau – pome & stone 1 yr or planting year with trunk protection	14: Nontranslocated, cell membrane destruction, PPO	Annual broadleaves, and grasses	Annual grasses	Tank mix partner?
Diuron – pome & peach, 1 yr pome, 3 yr peach	7: Inhibits photosynthesis, taken up by roots through xylem to older leaves, then younger leaves	Annual grasses, annual broadleaves	Ragweed and PA smart- weed	½ - 1 in. before weeds germinate
Goal, GoalTender – pome & stone planting year+	14: Nontranslocated, cell membrane destruction, PPO	Annual broadleaves	Annual grasses	Tank mix partner?
Matrix – pome & stone 1 yr	2: Amino acid inhibitor, growth stops at tips of roots and shoots	Annual broadleaves and grasses	Perennial broadleaves and grasses, bedstraw	Rainfall or irrigation is needed for activation
Prowl – planting year	3: root uptake, inhibits cell division at growing points	Annual grasses, lambsquarters, pigweed	Ragweed	½ - 1 in. before weeds germinate
Sandea – pome fruit 1 yr	2: Amino acid inhibitor, bud growth stops	Annual broadleaves, horsenettle, post- emergence control of nutsedge	Annual grasses	¹ / ₂ - 1 in. of rainfall for pre -emergence, NIS plus 4 hours drying for post- emergence

*Not registered for use in Nassau and Suffolk County

Every effort has been made to provide correct, complete, and up-to-date pesticide recommendations. Nevertheless, changes in pesticide regulations occur constantly, and human errors are still possible. These recommendations are not a substitute for pesticide labeling. Please read the label before applying any pesticide.

Herbicide –years established	MECHANISM OF ACTION	STRENGTH	WEAKNESS	RAINFALL/ADJUVANTS NEEDED?	
Simazine – pome, cherry, peach, plum 1 yr	5: Inhibits photosynthesis, tak- en up by roots through xylem to older leaves, then younger leaves	Annual grasses, annual broadleaves	Ragweed	½ - 1 in. before weeds germinate	
Sinbar – pome & stone planting year using low rate apple & peach 3 yr	5: Inhibits photosynthesis, tak- en up by roots through xylem to older leaves, then younger leaves	Annual grasses and broadleaves, suppresses nutsedge, quackgrass, horsenettle	Pigweed	Within 3-4 days after ap- plication	
Solicam* - apple planting yr Oth- ers – see label	12: Carotenoid pigment inhibi- tor, bleaching white from new to older growth	Annual grasses	Fair on annual broad- leaves and perennial grasses and nutsedge	Needs rainfall or irriga- tion before weeds germi- nate	
Surflan – pome & stone planting year +	3: Root uptake, inhibits cell division at growing points	Annual grasses, annual broadleaves	Ragweed and PA smart- weed	½ - 1 in. before weeds germinate	

Post-Emergent Herbicides						
Herbicide – years established	MECHANISM OF ACTION	STRENGTH	WEAKNESS	RAINFALL/ADJUVANTS NEEDED?		
2,4-D – pome & stone 1 yr	4: Synthetic auxin causing foliar distortion, translocated down- ward though phloem	Annual and perennial broadleaves	No grass activity, fair on Canada thistle, horsenettle, and woody brush	No adjuvants listed		
Aim – pome & stone planting year+	14: Non-translocated, cell membrane destruction, PPO	Annual broadleaves	No grass or sedge con- trol	NIS needed		
Fusilade* - stone at planting, pome non-bearing	1: Rapidly absorbed by roots and foliage, translocated via xylem and phloem (primarily) to tips of roots, rhizomes and shoots, inhibits lipid formation	Annual grasses POST – when grasses actively growing 1-6 leaf stage depending on spcies, quackgrass 6-10 inches high	No broadleaf weed con- trol	Rainfast in 1 hour, use COC or NIS		
Glyphosate – planting year+	9: Amino acid inhibitor, stops bud growth then chlorosis in new to old leaves	Annual grasses, annual broadleaves	Glyphosate resistant weeds, e.g. marestail, ragweed	AMS and NIS needed		

(Continued on page 6)

Herbicide –years established	MECHANISM OF ACTION	STRENGTH	WEAKNESS	RAINFALL/ADJUVANTS NEEDED?
Paraquat – planting year+	22: Non-translocated, cell membrane destruction	Annual grasses, and broadleave	Perennial weeds, annual broadleaves will resprout	NIS needed
Rely* - planting year+	10: Non-translocated, cell membrane destruction	Annual and perennial broadleaves and grasses, glyphosate resistant weeds	Suppresses perennial broadleaves, re-emerge from roots	AMS and NIS needed
Poast – pome & stone at planting, plum non-bearing	1: rapidly absorbed by roots and foliage, translocated viz xylem and phloem (primarily) to tips or roots, rhizomes and shoots, inhibits lipid formation	Annual grasses POST – when grasses actively growing 1-6 leaf stage, quackgrass 1-3 leaf stage	Fair on perennial grasses, no broadleaf weed control	Rainfast in 1 hour, need Crop oil concentrate (COC) or MSO, also AMS
Stinger* - stone fruit planting year+, apple 1 yr	4: Synthetic auxin causing foliar distortion, translocated downward through phloem	Specific annual and perennial broadleaves, clover, Canada thistle, but fair on horsenettle and ragweed	Annual grasses, many broadleaves, see label for specific weeds and growth stage	No NIS necessary
TreeVix [*] - pome fruit 9 months, tree guards should be used for 2-3 years	14: Non-translocated, cell membrane destruction, PPO	Annual broadleaves	No grass or sedge control	MSO needed as adjuvant
Venue – pome & stone planting year+	14: Non-translocated, cell membrane destruction, PPO	Annual broadleaves	No grass or sedge control	NIS needed

* Not registered for use in Nassau and Suffolk County

02-2015, updated 10/2019

Is Salary Pay the Answer? Myth and Possibilities

Richard Stup, Cornell University

Beginning on January 1, 2020, farm employees in New York will no longer be exempt from overtime pay. A new law passed by the state will require that farm employers pay overtime (1.5 times the regular rate of pay) to eligible farm employees for hours worked over 60 in a week (except for immediate family members). This requirement will encourage employers to adopt strategies that minimize paying overtime. One strategy that employers are considering is moving employees to salary pay, but the answer is not quite that simple...

Myth: "Employees paid on salary don't have to be paid for overtime, they can work until the job is done." This is a popular myth but it's just not true. An employer can choose to pay a farm employee by salary (which means a regular, pre-determined amount of pay not directly based on hours), but the employer may still be required to pay at least the minimum wage, to pay weekly, to keep track of hours worked, and to pay overtime above 60 hours/week. Simply paying by salary has little to do with whether or not overtime pay is required. The need to pay overtime depends on whether or not an employee is "**exempt**" or "**not exempt**" from the overtime law provisions.

(Continued from page 6)

Farm employees will no longer be exempt as an entirety, but both New York and federal law identifies several other types of employees who may be employed on farms and may be "exempt" from overtime. The federal <u>Fair Labor Standards Act (FLSA)</u> provides these exemptions for specific types of employees and the federal guidelines are generally followed by New York. The types of exempt employees who might possibly be employed on a farm include: <u>executive</u>, <u>administrative</u>, <u>professional</u> and outside sales employees. For a farm employee to be classified into one of these overtime "exempt" positions, they **must meet all** of a number of "tests" about the nature of the job.

Executive

Some farm managers may fit into this description, especially if they are truly supervising two or more other employees.

- The Employee's primary duty consists of the management of the enterprise.
- The Employee customarily and regularly directs the work of two or more other employees.
- The Employee has the authority to hire or fire other employees.
- The Employee's suggestions and recommendations as to the hiring, firing, advancement, promotion, or any other change of status of other employees have particular weight.
- The Employee customarily and regularly exercises discretionary powers.
- The Employee is paid on a salary basis, inclusive of board, lodging, and allowances.

Administrative

Some farm office employees may meet all of these tests, especially if they have specialized training or knowledge and exercise their own discretion.

- The Employee's primary duty consists of the performance of office or non-manual field work directly related to management policies or general operations.
- The Employee customarily and regularly exercises discretion and independent judgment.
- The Employee regularly and directly assists an employer, or an employee employed in a bona fide executive or administrative capacity or who performs under general supervision, work along specialized or technical lines requiring special training, experience or knowledge.
- The Employee is paid for their services on a salary basis, inclusive of board, lodging, and allowances.

Professional

This possible category might include highly educated professionals such as a veterinarian who is employed by a farm. For the professional exemption to apply, the job must meet both a primary duty and a nature of the work test.

First, the employee's primary duty consists of the performance of work that:

• Requires knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study, as distinguished from: a general academic education, an apprenticeship, or training in the performance of routine mental, manual, or physical processes.

-or-

• Is original and creative in a recognized field of artistic endeavor, and produces a result that depends primarily on the invention, imagination, or talent of the employee.

Second, the employee's work:

- Requires the consistent exercise of discretion and judgment in its performance.
- Is predominantly intellectual and varied in character (as opposed to routine mental, manual, mechanical or physical work).

 Is of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time.

Outside Salesperson

Some large or specialized farm businesses may employ an outside salesperson, this position is exempt from overtime if it meets the following definition. "The term outside salesperson means an individual who is customarily and predominantly engaged away from the premises of the employer and not at any fixed site and location for the purpose of: making sales; selling



and delivering articles or goods; or obtaining orders or contracts for service or for the use of facilities."

Salary Minimum Wage

In addition to the tests required to qualify a job as overtime exempt, salaried positions must also meet <u>New York's minimum wage</u> <u>requirements</u> (see page 3 of the linked document for weekly salary for executive and administrative positions). Weekly salary minimums for upcoming years are:

- For most of upstate: \$885.00 per week on and after December 31, 2019; \$937.50 per week on and after December 31, 2020.
- For Nassau, Suffolk and Westchester counties: \$975.00 per week on and after December 31, 2019; \$1,050.00 per week on and after December 31, 2020; \$1,125.00 per week on and after December 31, 2021.

The New York State Depart of Labor provides an <u>FAQ document</u> that defines these types of employees in more detail. Farms should make sure that employees they want to classify as "exempt" from overtime have an updated job description and real duties that meet one of the categories above.

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H-2A News: No More Newspaper Ads!

Richard Stup, Cornell University

U.S. Department of Labor (USDOL) recently issued a <u>final rule</u> changing the H-2A Program for Temporary Foreign Agricultural Workers. Previously, farm employers were required to advertise in print newspapers as the labor market "test" to determine if enough domestic U.S. workers were available to fill the farm's labor needs. With the decline of print newspapers in recent years these ads were not only ineffective but they were also becoming very expensive and difficult to manage, especially since advertising in large circulation newspapers and in a Sunday edition was usually required. Beginning October 21, 2019, farm employers using H-2A will not be required to advertise their positions. Instead USDOL will automatically post the jobs online at <u>SEASONALJOBS.DOL.GOV</u> and through job listings services provided by the state workforce agency, usually the state department of labor.

Read more in this USDOL press release and in this USDA press release.

Significant changes are coming the H-2A program. Plan to attend the Becker Forum on January 13, 2020 in Syracuse, NY to learn more.

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A Comprehensive Acreage & Variety Survey for Commercial Apple Growers in NY Craig Kahlke, CCE Lake Ontario Fruit Program and Mike Basedow , CCE Eastern NY Commercial Horticulture

With the large plantings of new high density apple acreage in recent years, and the high percentage of those being managed varieties, it is paramount to have a handle on current and future acreage and variety makeup. This is critical information to have when trying to market the apple crop, and will assist in future planning for storages and other infrastructure.

Your data from your individual operation will remain anonymous.

Aggregated data will be published.

One survey per farm—please communicate with others in your operation to submit only once- this survey is being distributed in multiple outlets.

Records to have on hand to complete the survey quickly:

- ✓ Total current acreage, and by variety
- ✓% bearing total, % non-bearing total
- ✓% destined for fresh, processing, slice, and cider markets
- ✓ Approximate total acreage planting in next 3 years- total, and by variety
- ✓ For planting in next 3 years, approximate rootstock percentages- total
- ✓ Approximate acreage removing in next 3 years- total, and by variety
- ✓ Approximate total acreage currently under drip irrigation
- \checkmark For planting in next 3 years, approximate that will be planted with drip irrigation

If you have all records on hand, it should take you less than 15 minutes to complete.

If your records or future plans are not as detailed or clear, please give your "Best Guess". We are striving for full industry participation to enable all of us to make the most informed decisions!

PLEASE BE AWARE - There is no "Back Button" anywhere in the survey, and all your answers will count once you hit the SUBMIT button on the last page (questions on drip irrigation systems). Once you open the link and start the survey, you will have 1 week to complete it.

This survey is funded in part by the Apple Research and Development Program

NOTE - If you're in a region in Eastern NY, at the end of this survey you'll be redirected to another - The Eastern New York tree fruit specialists would like to collect additional information on the extent of planting and performance of club and managed varieties in their local conditions. This should take no more than five minutes.

Questions? Contact Craig Kahlke at 585-735-5448, or cjk37@cornell.edu

LINK to THE SURVEY: https://cornell.gualtrics.com/jfe/form/SV ba6M0RB8boWJoDb



TREE FRUIT NEWS- OCTOBER 2019

HVRL Staffing Update: Dana Acimovic Appointed to Hudson Valley Lab Extension Associate in Horticulture

Mrs. Dana Acimovic has recently been appointed to the position of Extension Associate in Horticulture at the Hudson Valley Research Lab. Dana graduated with an MS from Michigan State University, working as a graduate research assistant in Prof. Sabbatini's Lab. In her Master thesis, she used physiological principles of source-sink relationship to develop a practical approach for the reduction of bunch rot incidence in Pinot Noir grapes by changing cluster morphology.

Dana originally joined the Hudson Valley Research Lab in 2016 as a research support specialist in Peter Jentsch's lab. In that position, she helped in the implementation of a biological control of BMSB in New York by rearing colonies of the parasitoid wasp *T. japonicus* in the lab, and distributing this natural BMSB enemy across the state.

During the last four seasons, she has closely collaborated with post-docs in Dr. Robinson's Lab in conducting evaluations of apple and cherry planting systems and rootstocks, as well as studies on precision thinning, pruning and irrigation. She has also led a new Cabernet Franc clonal rootstock trial at the lab. Her recent work also includes testing different strategies for minimizing sunburn damage on apple fruit. She plans to continue her work in many of these areas in her new position.



Registration Open! New York Labor Roadshow III, November 18-22, 2019

In the middle of next month, the Labor Roadshow is again coming to the ENYCH region.

There are many changes in a number of aspects in labor regulations this year: the new NYS labor law (overtime, unions, and more), H-2A changes, and the NYS sexual harassment prevention law. The Labor Road Show III is "one-stop shopping" to get information from experts about all of these labor issues, and additional topics such as employee insurance and farm supervisors, in one day.

This winter the Labor Road Show has been moved up to November. (This past winter it was in January.) The closest locations to the ENYCH region are:

- November 20: Ramada by Wyndham, 21000 NY State Rt 3, Watertown, NY 13601
- November 21: Hilton Garden Inn Clifton Park, 30 Clifton Country Road, Clifton Park, NY, 12065

Register Here: http://agworkforce.cals.cornell.edu/2019/09/30/new-york-labor-roadshow-iii-november-18-22-2019/

Major changes are coming for farm employment laws in New York. The Ag Workforce Development Council is organizing Labor Roadshow III to help farms learn about the changes and adapt their businesses for success. Cost is \$55 per person, payable at the door.

Featured Topics

- ✓ Compliance with Wage and Hour Laws: Overtime and Day-of-Rest Requirements
- Understanding Unions and Labor Organizing
- ✓ Managing the Collective Bargaining Process
- ✓ The Increasing Importance of Farm Supervisors
- ✓ Sexual Harassment Prevention: Updates to the NY Law
- ✓ Compliance Priorities and Enforcement Plans for 2020, NYS Department of Labor
- ✓ Industry Quality Assurance Program Updates
- ✓ Insurance Update: Disability, Paid Family Leave, and Employment Practices Liability, What is Available?

TREE FRUIT NEWS- OCTOBER 2019

Learn About Using the H-2A Program on Small Farms

Monday, November 18th, 2019 1:30pm—4:00pm

Sustainable Living Center, Schenectady Central Park 180 PTL Arthur Chaires Lane

Schenectady, NY 12309



Are you worried about labor next season on your farm? Are you wondering if the H-2A program will make sense on your farm?

The H-2A program allows US employers who meet specific regulatory requirements to bring foreign nationals to the US to fill temporary agricultural jobs. Join us to learn about how to use the H-2A program on small farms. Learn from US DOL H-2A staff and a CSA vegetable farmer, with experience using H-2A, about what it takes to use the program.

Agenda:

1:30-1:45pm—Welcome and Introductions

1:45-2:45pm—US DOL Wage and Hour Division will discuss compliance with the H-2A requirements

2:45-4:00pm—Small farmer employer perspective: Learn from a CSA vegetable farmer, Ray Luhrman of Fox Creek Farm, what it's like to employ H-2A workers on a small, diversified farm

Register at bit.ly/H2Asmallfarms

For more information, contact Liz Higgins at <u>emh56@cornell.edu</u> or 518-949-3722

Cornell Cooperative Extension | Eastern NY Commercial Horticulture Program

Cornell Cooperative Extension is an employer and educator recognized for valuing AA/EEO, Protected Veterans, and Individuals with Disabilities and provides equal program and employment opportunities.

Upcoming Events

October Last Monday Grant Webinar for Fruit and Vegetable Growers

October 28, 2019 4:00pm

Are you curious about what grants are available to help your farm business? Tune in to this final webinar of the year to discuss grants relevant to fruit and vegetable farmers

Register here: http://bit.ly/329Pmv6

Produce Safety Alliance FSMA Grower Training Course October 30, 2019 8:00 am—5:00pm, Canajoharie, NY

A grower training course developed by the Produce Safety Alliance (PSA) that meets the regulatory requirements of the Food Safety Modernization Act (FSMA) Produce Safety Rule. At least one person per farm producing more than \$25,000 worth of fruits and vegetables must attend this course once. Participants will receive a certificate of course completion by the Association of Food and Drug Officials. Register here: <u>http://bit.ly/OctoberFSMA</u>

2020 ENYCHP Winter Conference February 25-26, 2020

SAVE THE DATE! The third annual Winter Conference will be held once again at the Desmond Hotel & Conference Center in Albany. More details to come!

Fire Blight IPM Using Non-Antibiotic Control Methods webinar Recorded October 9, 2019

Fire blight is a devastating disease of apple and pear caused by a bacterial pathogen. The disease is traditionally controlled with antibiotics, but in this webinar, you will learn about a non-antibiotic alternative—an integrated method that uses a biological control and a surface sterilant. Whether you are an orchard grower who wants to market your fruits as antibiotic-free, or an arborist or landscape practitioner who cannot use antibiotics at private homes and schools, this webinar may provide a solution for you.

Watch Here: <u>https://www.northeastipm.org/ipm-in-action/the-ipm-toolbox/fire-blight-ipm-using-non-antibiotic-control-methods/</u>



The Eastern New York Commercial Horticulture Program is a Cornell Cooperative Extension partnership between Cornell University and the CCE Associations in these seventeen counties: Albany, Clinton, Columbia, Dutchess, Essex, Fulton, Greene, Orange, Montgomery, Putnam, Rensselaer, Saratoga, Schenectady, Schoharie, Ulster, Warren & Washington.

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