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Fruit Notes

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New York Farm Labor Union Update, Part 2

Bonnie Nelsen, CCE-LOF Business Management Specialist

Many farmers encounter labor unions only when they receive a letter from a labor board informing them that the required number of employees have expressed interest in joining a union. This is unfortunate because it means that employers have lost valuable opportunities to educate their employees about union membership. When it comes to **organizing** (joining a union) and collective bargaining, the adage 'forewarned is forearmed' holds true: If you know about something before it happens, you can be prepared for it. Understanding these activities gives employers an advantage, allowing them to educate workers about unionization, membership requirements and what unions can and cannot do.

This article, the second in a three-part series on farmworker unionizing in New York State, will explain the process of organizing, certification, and collective bargaining. It will describe the organizing process that typically occurs and explain modifications to the process under New York's amended **State Employment Relations Act (SERA)** rules. Amendments to SERA made under the **Farm Laborers Fair Labor Protection Act (FLFLPA)** result in notable differences in organizing and bargaining, and it's important to understand the implications. The final article in this series will identify strategies for educating farmworkers about union membership. Cornell's Agricultural Workforce Development Program is another good source of information about these topics (<https://agworkforce.cals.cornell.edu/>)
NOTE: The field of industrial and labor relations uses a lot of specialized terminology and acronyms. These terms are identified *in bold italics* in this article.

Why is labor organized?

Workers and employers need each other to create economic value, but they may disagree about how returns should be divided. Because employers are usually wealthier and more powerful than individual workers, they've historically enjoyed an advantage when setting the terms and conditions of employment. Unions are voluntary associations of workers formed to increase workers' leverage through collective bargaining. By bargaining collectively, workers and their representatives can potentially negotiate **collective bargaining agreements** (employment contracts) with better pay and working conditions.

Organized workers are required to pay **dues** (fees) to a union, usually a percentage of pay ranging from 2%-5%. **Union dues** are the part of a worker's paycheck that is used to fund the union in that workplace. According to the U.S. Bureau of Labor Statistics, the average unionized worker paid \$ 582.00 in union dues in 2022 (Blackwell, 2023). Union dues are withheld from employee paychecks by employers and paid directly to the union. Union dues are used to fund the activities of the union and its "parent union" (most unions are one small part of a national union). A variety of programs and activities are funded by dues, including paying salaries and benefits to union leaders and staff, lobbying, legal representation, political campaigns, pensions, advertising, and strike funds.

U.S. states differ in requirements for union membership in unionized workplaces. In the 27 states with "right-to-work" laws, workers can choose not to be a union member or pay union dues without jeopardizing their job. In other states and U.S. territories, workers must pay union dues whether they join the union or not; in fact, paying union dues is a requirement for employment in a unionized workplace. **New York State is NOT a right-to-work state.**

How is labor typically organized?

Organizing is the process of convincing workers in a **bargaining unit** (a workplace or part of a workplace) to form or join a union. There are two approaches to organizing labor: top-down and bottom-up. **Top-down organizing** occurs when a union persuades a company's management to offer union terms of employment before employees have joined a union and petitioned for a collective bargaining agreement. Top-down organizing is far less frequent than **bottom-up organizing**, a grassroots effort in which union representatives launch a campaign to recruit new members. The current effort to convince New York State farmworkers to sign union cards is an example of bottom-up organizing.



Bottom-up organizing typically involves the following steps:

A group of workers who are interested in joining a union come together to form an organizing committee. This is the group that will lead the union campaign in a workplace and try to win their coworker's support for unionization.

The organizing committee will select a union to represent them.

A union drive is held to confirm that a majority of workers in a workplace or bargaining unit wish to join the union. This is done in one of two ways:

If at least 30% of workers sign **union cards** or a **petition** saying they want to join a union, the applicable **labor board** (the state or federal agency that enforces labor legislation) will schedule a **secret ballot vote**. Secret balloting is used to prevent workers from being coerced or intimidated.

The time between when a vote is scheduled and held, called a **union drive**, is usually one of intense campaigning. Union representatives and pro-union workers will attempt to convince co-workers that unionization is in their best interest. Similarly, employers and anti-union workers will try to convince workers that unionization is a bad idea. This period is an opportunity for workers to think about the issues and decide whether union membership is in their best interest. Under federal law, union cards are valid for a period of one year. If a vote does not take place within one year, union cards are invalidated, and the union must restart the organization process.

On the assigned date, a secret ballot vote will take place. All workers in the **bargaining unit** (the part of the workforce being organized) are eligible to vote once. At the end of voting, ballots will be collected, tallied, and presented to the applicable state or federal labor board for review and possible certification.

In some cases, workers may choose to allow their employers to deduct union dues from their paychecks instead of participating in a vote to unionize. This is valid when over 50% of workers sign a **Dues Deduction Authorization**, a written agreement that authorizes employers to deduct union dues from their paychecks. A dues deduction authorization is usually valid for one year or until the end of a collective bargaining agreement.

Results of a secret ballot vote are presented to the applicable state or federal labor board for review. If the board determines that the evidence is genuine and the required majority is met, it will issue a **certificate**—formal recognition of union representation—to the union and workplace. Because New York's amended State Employment Relations Act does not establish means for **decertifying a union** (getting rid of a union), union certification is permanent.

Contract negotiations begin. This is the process of establishing the terms and conditions of employment in the workplace. Negotiations are usually conducted between the employer (or representatives) and a group of workers assisted by the union. The objective is to create a **collective bargaining agreement** (contract) that dictates the terms and conditions of employment for workers. The bargaining procedure includes several steps:

Workers and the employer will prepare for the negotiations. This involves establishing negotiation teams, planning bargaining strategy, and prioritizing bargaining issues.

Both parties identify bargaining issues, such as wages and benefits, working conditions, health and safety, and job security.

Both parties agree on **negotiation procedures**—how, where, and when negotiations will take place.

Negotiations take place between workers and the employer. This involves the usual back-and-forth bargaining associated with all negotiations. If parties cannot agree and a stalemate is reached, unions can legally call a strike to break the impasse. Because most collective bargaining agreements stipulate grievance and arbitration procedures, unionized employees can legally strike only before a contract takes effect (when negotiating the initial contract) or after an agreement expires (when renegotiating a contract). Unions occasionally use other methods to exert pressure on employers, such as work slowdowns, refusing overtime, making "mistakes" that disrupt operations and inconvenience customers, and refusing to transfer to different workplaces in the same company. Under most state and federal labor laws, these tactics are considered **unfair labor practices** or illegal acts; however, it's difficult to prove that these actions are deliberate and intentional.

The employer and the union team reach a tentative collective bargaining agreement.

Workers are asked to **ratify** (approve) the contract, usually by a secret ballot vote. The employer must also ratify the contract.

If the contract is ratified by workers and the employer, the contract is administered in the workplace. When the contract expires, usually after a period lasting several years, the collective bargaining process starts over again.

How does organizing and collective bargaining take place under New York's FFLPA-amended SERA?

The process outlined above is typical for organizing labor in most U.S. states. But New York's Farm Laborers Fair Labor Protection Act (FFLPA) deviates from this procedure in several ways:

As part of the FFLPA, the State Employment Relations Act (SERA) was amended to allow the use of a **card check**, also known as a majority sign-up, in labor organization. A card check is similar to the dues deduction authorization, in which a secret ballot vote is waived providing a majority (over 50%) of workers sign forms that indicate their wish to join a union. However, **the**

FLFLPA card check requires that only 30% of workers in an organization sign a union card to successfully “petition” for union membership. In short, the amended SERA applies the 30% union card target to the dues deduction authorization organization process, effectively lowering the threshold for certification.

This means that any worker who signs a union card, usually an expression of interest followed by a secret ballot vote, is “voting” to join the union. There is no campaign drive during which unions and employers can express their views about the merits of unionization, nor an opportunity for workers to weigh information before voting.

Secret balloting, a practice in which voters remain anonymous, is a provision in union elections because it forestalls attempts to influence voting through intimidation, coercion, ostracism, and other pressure tactics. Because there is no secret balloting under the FLFLPA, the identity of farmworkers who have and haven’t signed union cards is known.

Under federal labor law, the union cards used to indicate interest in unionization expire one year after the date they’re signed. If a union fails to win an election in the year following card collection, they must begin the process of organizing over again. Under the FLFLPA, union cards are valid for one year after signing and renewed automatically for successive one-year periods unless revoked; essentially, once a union card is signed it is valid forever unless the signee revokes the card.

New York State’s Public Employment Relations Board (PERB), which enforces labor law concerning farmworkers, can also call an election whenever it concludes that whenever it determines “that there is a question or controversy concerning the representation of employees” (Viau, 2024).

During the collective bargaining process, a team of unionized workers and the employer negotiate the terms and conditions of employment. If the parties cannot agree, one or both can declare an impasse and request mediation. The Public Employment Relations Board will assign a mediator whose role is to get the parties back to the bargaining table.

If a dispute isn’t resolved after 70 days despite mediation, either party can ask PERB to refer the dispute to a public arbitration panel. This three-person panel consists of one member selected by the employee team, one by the employer, and a third public member jointly approved by both parties; the jointly approved public member serves as the panel’s chairperson. After gathering evidence and consideration, the panel will decide on the disputed contract provision based on a majority vote; this decision is final and binding for a period of up to two years. This provision of FLFLPA allows arbitrators to impose contract terms on unionized employees and employers.

Implications of FLFLPA/SERA’s Organizing and Bargaining Provisions

What are the implications of the amended SERA for farm employers and farm workers? Several conclusions can be drawn:

It will be easier for union representatives to meet the minimum worker requirement for certification. In most states, 50% of workers in a bargaining unit must vote in favor of joining a union. Under New York’s SERA, only 30% of farm workers in a bargaining unit must sign a card authorizing the union to represent them in collective bargaining.

Because there is no union campaign or vote, farmers have fewer opportunities to state their opinions and educate workers about unionization. Also, workers don’t have an opportunity to consider the merits of opposing arguments and talk over issues amongst themselves. Due to the card check process, a worker who signs a union card is essentially “voting” to join a union (whether they realize it or not). Employers must therefore be proactive, educating workers about unions and unionization before union cards are signed.

Once a farm is certified, it will be difficult (if not impossible) to decertify a union because SERA omits rules for this procedure. This is another reason to take a proactive approach toward worker education.

If an impasse occurs during collective bargaining, an arbitration panel can impose binding contract provisions on employers, farm workers, and unions. This is a new situation and outcomes are impossible to predict. But it’s possible that farmers may be legally required to provide unfavorable terms and conditions of employment as a result of arbitration. To avoid this possibility, it’s important to bargain with employees in “good faith.”

References:

Blackwell, Sarah (2023) “How Much do Union Dues Cost in the United States?” The Blackwell Group, retrieved from <https://theblackwellfirm.com/how-much-do-union-dues-cost-in-the-united-states/>.

Viau, Joshua H. (2024) “New York Farm Labor Organizing.” Presentation given at the Becker Forum on January 22, 2024, in Syracuse, NY.

Updated Information on Pesticide Certifications and Trainings in 2024

By Janet van Zoeren

Some of this information is a repeat from January's article. However, it is worth reminding you now as we get nearer to the growing season.

Option 1: Becoming a Certified Applicator. All sprayer operators who intend to apply Restricted Use Products are strongly encouraged to take the DEC exam to become a certified private applicator!

1a, Those who **do not have at least one year's experience** (in the past three years) applying pesticides would need to take an official 30-hour DEC course (offered online). You can sign up for the 30hour eligibility course at <https://pested.com/product/30-hour-dec-technician-eligibility-1a-agricultural-plant-21-23-private-ny/>. After completing the course you will need to take the exam (see info on how to register for that below).

1b, Anyone who **has experience** applying pesticides only needs to pass the exam in order to receive their certification. If you feel ready to take and pass the exam, you can do that on your own – visit the DEC website at <https://extapps.dec.ny.gov/nyspad/find?2&tab=EXAMS> to view dates and locations for the exam. The easiest way to sign up for an exam is to call your local DEC office. – The Region 8 Avon office (serving Orleans, Monroe, and Wayne Counties) number is (585) 226-5423. The Region 9 Buffalo office (serving Niagara County) number is (716) 851-7200. The Region 7 Syracuse office (serving Oswego County) number is (315) 426-7400.

However, **if you or your workers would benefit from in-person instruction** in order to help study to take that exam, Mike Stanyard and I will again offer an 8-hour training, which is designed to help prepare you for the certified applicator exam. This year it will be offered in Orleans County on March 14th and 18th, in English, with an option to stay for an afternoon study session in Spanish. You can learn more about how to register on our website at <https://lof.cce.cornell.edu/event.php?id=1876>. **Please register by March 1st!** There will be an option to take the exam in the Orleans CCE office on March 21st – call (585) 226-5423 to register for the exam.

Option 2: Special Permit (Handlers) Training. In a pinch, if an employee is unable to take the exam, but will be applying certain Restricted Use Pesticides (Endigo ZC, Warrior II with Zeon Technology, Agri-Mek SC, Besiege, Leverage 360, Danitol 2.4EC, Mustang Maxx, Lannate LV), we will be offering Special Permit (handler) training **in English and Spanish**. The training will be offered in person in both Orleans and Wayne counties. Register on our website for Wayne (<https://lof.cce.cornell.edu/event.php?id=1883>) and Orleans (<https://lof.cce.cornell.edu/event.php?id=1882>) County trainings.

Important: a few other related items

Check now to see when your license expires, and make sure you have enough recertification credit hours for when it does expire! There will be at least **6 free credit hours** available online in the next two months (email me for details on how to register for these DEC eligible webinars). To find out how many credit hours you need, you can call the region 8 DEC office. Do it now!

Respirator fit testing will be available at the Orleans county CCE office on April 3rd from 1p-5p and on April 4th from 8a-noon (register for either day at <https://lof.cce.cornell.edu/event.php?id=1909>).

If you have any questions about anything regarding pesticide licensing or safety, you can call or email Janet van Zoeren: 585 797 8368 / jev67@cornell.edu.

Farm Compensation Trends and Benchmark Opportunity

Rich Stup, CCE Ag Workforce Development

USDA conducts a Farm Labor Wage Survey (<https://usda.library.cornell.edu/concern/publications/x920fw89s?locale=en>) twice per year to capture a high-level snapshot of how farm wages are changing. The survey does not go into detail about farm or job types, nor does it provide information about compensation benefits other than wages. Combined wages for field and livestock farm employees in New York and New England states in October 2023 was \$18.41; wages for the same group in 2022 was \$16.92, in 2021 it was \$15.85. This represents a 16% increase in hourly farm employee wages in just two years.

Cornell's PRO-DAIRY program leads a long-running study of the performance of dairy farms in New York state. The project collects data annually from many farms that participate year after year, this gives researchers insight into certain trends over time on the same farms. Jason Karszes recently updated hired labor trends in his publication titled: "Hired labor on New York State dairy farms: Cost, efficiency, and change from 2016 – 2022." Here is the link:<https://ecommons.cornell.edu/server/api/core/bitstreams/f93d8692-2f33-4ec2-85c9-b7e185313273/content>

Not surprisingly, labor costs for dairy farms continued to climb, with annual percentage increases of 5.1% in 2021 and 8.7% in 2022. Increasing labor costs were partially offset by increasing labor efficiency, with the amount of milk sold per worker, and the number of cows per worker also rising each year.

Farm managers are severely challenged to keep labor costs under control as outside forces such as rising minimum wage, increasing overtime requirements, and tight labor markets tend to drive up costs. But it's not just about cost control, managers must organize, train, and lead a highly effective and engaged workforce to be sure that production results increase to continue offsetting labor costs. Employee compensation is a critical part of attracting and retaining high-performing employees. Managers need accurate and detailed data to compare how they are doing relative to others in the industry.

Cornell Ag Workforce Development (<https://agworkforce.cals.cornell.edu/>) will run the 2024 Farm Employee Compensation Benchmark (<https://agworkforce.cals.cornell.edu/programsevents/compensation/>) in March and April 2024. All farm participants who enter valid, usable data about one or more of their farm's employees will receive a report and an invitation to participate in a follow up webinar to discuss the findings.

Real Property Tax Exemptions for Farm Employee Housing

Jay Canzonier, Cornell University

The post "*Real Property Tax Exemptions for Farm Employee Housing*" appeared in The Ag Workforce Journal.

New York State real property tax code allows several exemptions for farm buildings. This provision also exempts new and reconstructed farm employee housing.

The provision exempts new or reconstructed farm employee housing from any increase in assessed value that results from the improvement.

The exemption applies to buildings used to provide housing for regular and essential employees and their immediate families who are primarily employed in farming operations.

The exemption does not apply to buildings occupied as a residence by the owner and his or her immediate family.

For Both Migrant and Permanent Employee Housing

One form of property tax exemption is available for both migrant/seasonal employers such as fruit or vegetable farms and for farms with permanent employees such as dairy farms. This is a one-time exemption that continues automatically for 10 years, providing the building continues to be used for farming. For this exemption, use *form RP-483* (https://www.tax.ny.gov/pdf/current_forms/orpts/rp483_fill_in.pdf) and follow the *instructions* (https://www.tax.ny.gov/pdf/current_forms/orpts/rp483i.pdf) for the form. Application to the local assessor must be made within one year following the completion of new construction or re-construction work.

For Migrant Employee Housing Only

There is a permanent real property tax exemption for farm or food processing labor camps or commissaries, provided the structures are used to improve the health, living, and working conditions for farm laborers. The applicant must provide the assessor with a copy of the following:

a state sanitary code permit to operate a "migrant farmworker housing facility,"

a State Labor Department "farm labor contractor certificate of registration", "permit to operate a farm labor camp commissary", and/or "migrant labor registration certificate" and,

proof of compliance with the fire-prevention and building code.

A renewal application need not be filed annually with the assessor, but the owner of the labor camp or commissary must be able to annually prove that the camp or commissary continues to comply with all applicable property use requirements to keep the exemption. For this permanent exemption, use *form RP-483*: https://www.tax.ny.gov/pdf/current_forms/orpts/rp483d_fill_in.pdf with instructions.

Whether a farm business owner pursues either the one-time, ten-year exemption or the permanent exemption, all safety and code requirements should be met. If the use classification of the building is converted to a non-farm use, the building will be subject to roll-back taxes.

To apply for the exemption, contact the local assessor, the county director of real property tax services, or the NYS Department of Taxation.

Cornell Winter Fruit Webinars-Recordings Available

Anna Wallis, Cornell Fruit IPM Coordinator

2024 Winter Fruit Webinars playlist on the NYS IPM Program YouTube Channel: <https://www.youtube.com/playlist?list=PLoNb8lODb49twiamtP7wQW6YpA4TOIjhf>

Remaining webinars:



March 6, 2024 : Week 4: Weed Management for Berries in NY

These webinars will provide updates on fruit-related topics and research happening at Cornell University.

Webinars hosted by NYS IPM Program, CCE Harvest NY, CCE LOF Program, and CCE ENYCHP.



March 11, 2024 : Week 5: Insect and Disease Pest Management for Berries

These webinars will provide updates on fruit-related topics and research happening at Cornell University.

Webinars hosted by NYS IPM Program, CCE Harvest NY, CCE LOF Program, and CCE ENYCHP.



March 19, 2024 : Week 6: Stone Fruit - Rootstocks and Disease Management

These webinars will provide updates on fruit-related topics and research happening at Cornell University.

Webinars hosted by NYS IPM Program, CCE Harvest NY, CCE LOF Program, and CCE ENYCHP.

View 2024 Winter Fruit Webinars Details and registration here: <https://lof.cce.cornell.edu/event.php?id=1892>

Thank You to our Sponsors of our 2nd Annual WNY Fruit Conference

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Presentations (author permissions granted) available here: https://lof.cce.cornell.edu/submission.php?id=910&crumb=crops|crops|apples|crop*38



Mark Your Calendar

Meeting Title	Seso's Free Educational Webinar - H-2A Audit Preparedness in 2024
Date	March 6th, 2024
Time	1 pm
Location	Webinar
Cost	Free
Brief Description of Meeting	<p>Seso -H-2A Audit Preparedness in 2024</p> <p>While it's impossible to predict when or if DOL will audit your agriculture business, there are ways to make sure you are prepared if that should ever happen. In this webinar from Seso's H-2A preparedness series, host Daniel Ross will be joined by Seso co-founder Jordan Taylor, as well as labor and employment attorneys Chris Schulte and David Stefany to discuss: - DOL Audit Scenarios</p> <p>- Preparing for Wage & Hour Investigations - DOL Audit Investigation Process - OFLC Desk Audits - Preventing Sticky H-2A and Domestic Scenarios While audits are never fun, believe it or not, they don't have to be stressful. Don't miss this free opportunity to ensure your business has what they need to be ready for an audit.</p> <p>Register/more info here: https://us02web.zoom.us/webinar/register/5017086180765/WN_w8ATPGXNSY-bU9oUIGzfgA#/registration</p>
Meeting Title	LOF Advisory Committee Meeting
Date	March 8th, 2024
Time	10:00am-3:30pm
Location	269 Ogden Center Road, Spencerport, NY 14559
Cost	Free, but please pre-register for lunch counts at: https://lof.cce.cornell.edu/event.php?id=1905
Brief Description of Meeting	Please join us for our final advisory meeting before the growing season, join the team for programing and research updates, each specialist will cover their programming and gather stakeholder input. Advisory meetings are important for the team to ensure that our programs and research are aligned with the industry's needs. All are invited to this FREE event! Please register by noon on March 5 th .
Meeting Title	Pre-Exam Training and Test to Become a Certified Pesticide Applicator
Date	Course March 14 th and 18 th , 2024; Exam March 21 st , 2024
Time	Course: 8:30am-12:30pm, with afternoon sessions in Spanglish optional. Exam: 8:30am
Location	Cornell Cooperative Extension-Orleans County, 12690 NY 31, Albion NY 14411
Cost	\$50 for the course, \$100 for the exam
Brief Description of Meeting	<p>Anyone interested in obtaining a pesticide certification and meets the DEC (Department of Environmental Conservation) experience / education requirements OR current applicators seeking pesticide recertification credits should attend.</p> <p>Anyone worried about passing the exam due to a language barrier please contact Janet van Zoeren at 585 797 8368 or jev-67@cornell.edu. Afternoon sessions specifically intended for Spanish-first employees offered both days.</p> <p>Registration information can be found at: https://lof.cce.cornell.edu/event.php?id=1876.</p>
Meeting Title	Respirator Fit Testing Clinic
Date	April 3 rd 1p-5p and April 4 th 8a-noon
Location	Cornell Cooperative Extension-Orleans County, 12690 NY 31, Albion NY 14411
Brief Description of Meeting	Call NYCAMH 800-343-7527 or email fit.test@bassett.org to register
Meeting Title	DEC Special Permit Handler Training - Wayne County
Date	April 9 th
Time	English: 8:30am check-in, 9am - 12:30pm Spanish: 1pm check-in, 1:30-5pm
Location	Cornell Cooperative Extension-Wayne County, 1581 NY-88, Newark, NY
Cost	\$30 (\$50 if registering after April 3 rd)
Brief Description of Meeting	Register on our website at: https://lof.cce.cornell.edu/event.php?id=1883 .
Meeting Title	DEC Special Permit Handler Training - Wayne County
Date	April 9 th
Time	English: 8:30am check-in, 9am - 12:30pm Spanish: 1pm check-in, 1:30-5pm
Location	Cornell Cooperative Extension-Wayne County, 1581 NY-88, Newark, NY
Cost	\$30 (\$50 if registering after April 3 rd)
Brief Description of Meeting	Register on our website at: https://lof.cce.cornell.edu/event.php?id=1883 .

Cornell Cooperative Extension

Lake Ontario Fruit Program

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Contact Us

Fruit Notes

Fruit Specialists



Craig Kahlke | 585-735-5448 | cjk37@cornell.edu
Team Leader, Fruit Quality Management

Areas of Interest: Fruit Quality and factors that affect fruit quality before, during, and after storage.

Crops: Blueberries, Raspberries / Blackberries, Strawberries, Apples, Apricots, Cherries, Nectarines, Peaches, Pears, Plums



Mario Miranda Sazo | 315-719-1318 | mrm67@cornell.edu
Cultural Practices

Crops: Blueberries, Raspberries / Blackberries, Strawberries, Apples, Apricots, Asian Pears, Cherries, Currants, Gooseberries, Nectarines, Peaches, Pears, Plums



Janet van Zoeren | 585-797-8368 | jev67@cornell.edu
Integrated Pest Management (IPM)

Areas of Interest: IPM of tree fruit and berry pests, biological control, pollinators.

Crops: Blueberries, Raspberries / Blackberries, Strawberries, Apples, Apricots, Asian Pears, Cherries, Currants, Nectarines,



Bonalyn Nelsen | 315-980-9926 | bjn2@cornell.edu
Business Management

Areas of Interest: Fruit Farm Business Management, Farm Labor & Regulations, and Evaluation of ROI of New Technologies

Crops: Blueberries, Raspberries / Blackberries, Strawberries, Apples, Apricots, Cherries, Nectarines, Peaches, Pears, Plums

For more information about our program visit us at lof.cce.cornell.edu