HICAHS Dairy Advisory Board
Meeting Outcomes and Action Items
July 24-25, 2012, Colorado State University

Participants: Ragan Adams, Alvaro Garcia, Nicolien Hammink, Robert Hagevoort, Jeffrey Levin, Rachel Motteram Mitchell, Olga Reuvekamp, Jon Slutsky, Juan Velez, plus HICAHS Staff

Dairy board members prioritized six occupational health and safety needs during the meeting. These six needs had been identified through last year’s meeting with the dairy advisory board and individual conversations with board members. Dairy Advisory Board members were asked to prioritize each of the six areas and provided the opportunity to vote for their four priority areas (8 members=32 votes).

Results

1. Management Program Development (11 Votes) – see below
2. Recruiting/retaining a workforce (8 Votes)
   o Robert is working with the Kansas Livestock Association on recruiting workers from Puerto Rico. He has been talking to dairy producers about creating training dairy where ~400 workers could be trained per year. Paul Gunderson suggested applying for a grant that is being offered by the U.S. Department of Labor for workforce training.
   o Conflict resolution was another topic of interest when considering how to retain workers (e.g. interpersonal relationships, sexual harassment)
3. OSHA Training (7 Votes)
   o Auditing and consulting services on OSHA regulations would be helpful. There is an auditing tool for dairies from the University of Iowa, but this probably needs to be updated.
4. Management leadership training (6 Votes)
   o A “Train the Trainer” program would be valuable so that farm supervisors could train other employees on occupational health and safety.
5. Emergency Preparedness (3 Votes)
   o Emergency Preparedness was a special topic of the board meeting and an area where dairy producers could use assistance.
6. Bridging culture & language in the workplace (1 Vote)
Management Program Development

The dairy board members voted that developing a management program would have the greatest positive impact on their business. In contrast to management leadership training, a management program has a systemic approach and would incorporate elements of the other occupational health and safety needs including management leadership training, OSHA training, tips on implementing and enforcing policies in the workplace and other training topics.

Board members provided the following training topics that would be useful in a dairy training program:

- animal welfare
- safety
- proper use of chemicals
- healthy living (the basics of living in America – activities of daily living)
- financial planning/money management
- interpersonal communication
- conflict resolution
- sexual harassment training (refer to ILO sample policy)
- reporting small incidents before they become large problems

Board members also identified the following organizations and venues where HICAHS could promote its work in occupational health and safety. In addition, the question posed was how best to organize auxiliary meetings to address health and safety and to gain broader input on the development of the proposed management program.

Potential Collaborators & Meeting Venues

- World Dairy Expo (Alvaro Garcia)
- Central Plains Dairy Expo
- Western States Dairy Producers (Stephen Reynolds will attend and give a presentation, March 2013).
- Kansas Livestock Association (Robert Hagevoort attends these meetings.)

Foster online communication between dairy advisory board members

- Social Media
  - Social media is a popular way to communicate HICAHS work in occupational health and safety.
Action Items:

1. **Management Program Development:** HICAHS will organize a working group to begin planning the development of a management program. S. Reynolds will organize a working group with J. Rosecrance, D. Douphrate, R. Hagevoort, and B. Brazile (not present). Timeline: Email will be sent to the identified group in the next 30 days.

2. **Enhance visibility** of HICAHS Occupational Health and Safety by participating in the dairy meetings (previously identified on page 2) and by developing a consistent message on occupational health and safety.

3. **Enhance outreach** of HICAHS Occupational Health and Safety by identifying strategic partnerships.
## Attendance

<table>
<thead>
<tr>
<th>Name</th>
<th>Tuesday</th>
<th>Dinner</th>
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<tbody>
<tr>
<td>Ragan Adams, Colorado State University</td>
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<td>Alvaro Garcia, SD State Univ - Dairy Extension</td>
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<td>Robert Hagevoort, NM State Univ - Dairy Extension</td>
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<td>Nicolien Hammink, Hammink Dairy (SD)</td>
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<td>Alexandra Hund, CSU Veterinarian</td>
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<td>Jeff Levin, Southwest Center (TX)</td>
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<td>Rachel Motteram, Colorado Livestock Association</td>
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<td>Olga Reuvekamp, Hilltop Dairy (SD)</td>
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<td>Cecilia Rosas-Goulart, Pfizer (CO)</td>
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<td>Jon Slutsky, La Luna Dairy (CO)</td>
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<td>Susan Slutsky, La Luna Dairy (CO)</td>
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<td>Juan Velez, Aurora Organic Dairy (CO)</td>
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<td>Kristin Danhoff, HICAHS</td>
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<td>Maggie Davidson, HICAHS</td>
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<td>Allison DeVries, HICAHS</td>
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<td>Dave Douphrate, HICAHS</td>
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<td>Julie Gibbs, HICAHS</td>
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<td>Harriet Gunderson, HICAHS</td>
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<td>Paul Gunderson, HICAHS</td>
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<td>Dennis Lamm, HICAHS</td>
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<td>Lauren Menger, HICAHS</td>
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<td>Steve Reynolds, HICAHS</td>
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<td>Kyle Root, HICAHS</td>
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<td>John Rosecrance, HICAHS</td>
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<td>Lorann Stallones, HICAHS</td>
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<td>John Volckens, HICAHS</td>
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| Total Participants | 22      | 14         | 18        |
Meeting Objectives

1. To provide the board members a status report on HICAHS occupational health and safety projects in the dairy industry.
2. To identify and prioritize dairy worker health and safety issues so that future research and outreach efforts are relevant to the needs of the dairy industry.
3. To create a forum to exchange ideas and strategies for dairy worker health and safety.

Tuesday, July 24

11:30-1:00 pm  Lunch and Welcome
Those staying at the Hilton will be transported to the conference room on the shuttle bus. Meet in the lobby at 11 am.

1:00-2:00 pm  Current Dairy Projects: 2011 - 2016
International Dairy Research Consortium ......................... Reynolds/Rosecrance
Dairy Exposure Assessment (Ergonomics)......................... Douphrate
Enhancing Dairy Safety Training Effectiveness .................. Rosecrance
Bioaerosol Exposures................................................... Reynolds
CLA Video: Creating Safety Culture in Livestock
Operations................................................................. Mitchell
Complete Project Evaluation Forms................................. All

2:00-2:15 pm  Break

2:45-3:45 pm  Emergency Preparedness
Review of Animal and Human Health after the Colorado Fires....................................................... Hund
Emergency Preparedness............................................... Reynolds
Discussion........................................................................ All
Wednesday, July 25

9 – 9:30 am  **Current Dairy Projects: 2011 - 2016**
Dairy Safety Training DVD .......................................................... Hagevoort
Bioaerosol Monitoring Pilot Project ........................................... Davidson/ Goodridge
Slurry Injection Tool ................................................................. Gunderson

9:30-10:30 am  **HICAHS Action Items**
The board will use this time to review the action items generated from last year’s meeting. Is HICAHS addressing these items effectively? Should any action items be deleted or added?

10:30-10:45am **Complete Meeting Evaluation Forms** All

10:45-12 pm  **Next Steps**

12– 12:45 pm **Lunch**

12:45 pm  **Airport Departure**
All guests meet leave from the Lory Student Center at 12:45 pm to return to the airport.