

**COSHOCTON COUNTY AGRICULTURE & NATURAL RESOURCES****November 10 (Edition #120)**

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Hello, Coshocton County! Over the past week, we received not one, not two, but six consecutive nights with a frost. We are in the middle of a couple day reprieve from these low temperatures but it appears they will return next week.

The frosty temperatures did not cool down harvest and we were pleased to harvest the "Boots on the Ground" soybean research plot in conjunction with Lapp Farms on Friday afternoon and evening November 5 outside of Blissfield, Ohio. This replicated study looked at two planting dates with three different planting populations along with targeted fungicide on the early plant trial. The results will be published in OSU Extension's eFields Research report and will be distributed this winter at our Extension workshops. Thanks to Jason Massie, Pat Snyder, and Evan Duncan for working past dark to get this plot harvested. Thanks also to Coshocton Soy Processing for testing the moisture and test weight.

We also had a great response to the "For the Love of Lamb" dinner on Saturday evening. Thanks to all who attended this great event!

Stay safe as you work to finish harvest. And most importantly, THANK YOU to all our Veterans as tomorrow we pause and give thanks for your service.

Sincerely,

***David L. Marrison***

**Coshocton County OSU Extension ANR Educator**

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**THE OHIO STATE UNIVERSITY**  
COLLEGE OF FOOD, AGRICULTURAL,  
AND ENVIRONMENTAL SCIENCES

## 5<sup>th</sup> Annual Love of Lamb Dinner a Success

The Coshocton and Tuscarawas Lamb & Fleece Improvement Committee was pleased to host a sold-out 5<sup>th</sup> Annual “For the Love of Lamb Dinner” on Saturday evening, November 6 at Heritage Vineyard Winery outside of Warsaw, Ohio.

Sixty attendees enjoyed a lamb-based meal will be prepared by Chef Mike Cichon which highlighted the versatility of delicious lamb. An additional 10 take-out meals were also distributed. During the event, Adeline Kendle, daughter of Todd & Christine Kendle of New Philadelphia, Ohio was crowned as the 2022 Coshocton/Tuscarawas Lamb & Wool Queen. We wish her the best as she represents both Coshocton and Tuscarawas Counties during the upcoming year.

OSU Extension would like to extend a huge thank you to Elaine Ashcraft, Nancy Wells, Emily & David Marrison and Chad Miller for their hard work to make this event possible. The committee would like to thank the generous sponsorship efforts of Dr. Brian Williams, Olde Village Meats and Frontier Power. A special thanks to the following Coshocton County 4-H Youth who served the meal: Julia & Nathan Adams, Kyleigh Jacobs and Kyle and Kenzie Roach.



## Weather Update: Seasonal Rollercoaster

By: Aaron Wilson

Source: <https://agcrops.osu.edu/newsletter/corn-newsletter/2021-38/weather-update-seasonal-rollercoaster>

### Summary

After the [warmest October on record](#) (1895-present), a flurry of frosty of mornings have officially brought the 2021 growing season to a close. Many areas have experienced low temperatures in the low to mid 20s, with the coldest temperature of 19°F occurring near DeGraff in Logan County on November 5. Precipitation has varied widely across the state, with the heaviest occurring across Ottawa County and south-central Ohio (Figure 1). Wet conditions there have continue to hamper harvest and manure activities. Outside of these areas, precipitation has been a bit below average. We have also seen our first reports of snowfall across northeast Ohio. For more climate information, check out the [State Climate Office of Ohio](#)

### Forecast

High pressure will remain anchored southeast of the region over the next couple of days. A weak cold front could bring a few widely scattered showers across the northwest counties Tuesday night. After another dry day on Wednesday, a much stronger cold front will approach the region on Thursday, bringing widespread rain showers and gusty winds. High temperatures will reach the 60s across Ohio for Tuesday through Thursday, 50s on Friday, then upper 30s to mid 40s over the upcoming weekend. There could be a few rain and/or snow showers across the north this weekend as well. The [Weather Prediction Center](#) is currently predicting 0.25-0.50" of precipitation over the next 7 days, with slightly greater amounts for the far northeast and southeast portions of the state (Figure 2).

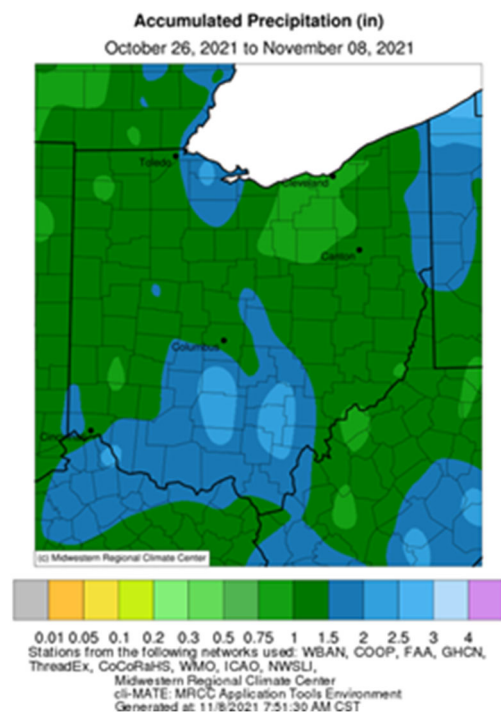
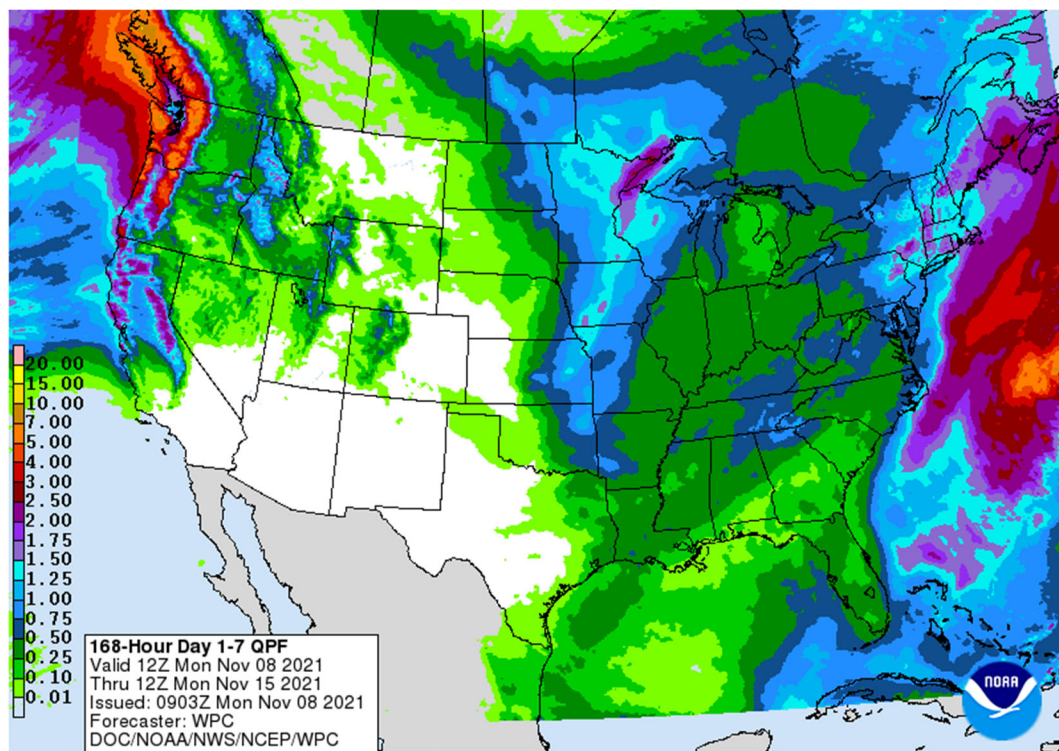


Figure 1). Accumulated precipitation for October 26 – November 8, 2021. Figure courtesy of the Midwestern Regional Climate Center (<https://mrcc.purdue.edu/>).

The [Climate Prediction Center's](#) 6–10-day outlook for the period of November 14–18, 2021 and the [16-Day Rainfall Outlook from NOAA/NWS/Ohio River Forecast Center](#) indicate that temperatures are likely to be below average with near to below average precipitation (Figure 3). Climate averages for this period include a high temperature range of 52–57°F, a low temperature range of 35–38°F, and average rainfall of 0.60–0.80 inches.

Figure 2). Precipitation forecast from the Weather Prediction Center for 7a Monday Nov 8 – 7a Monday Nov 15.



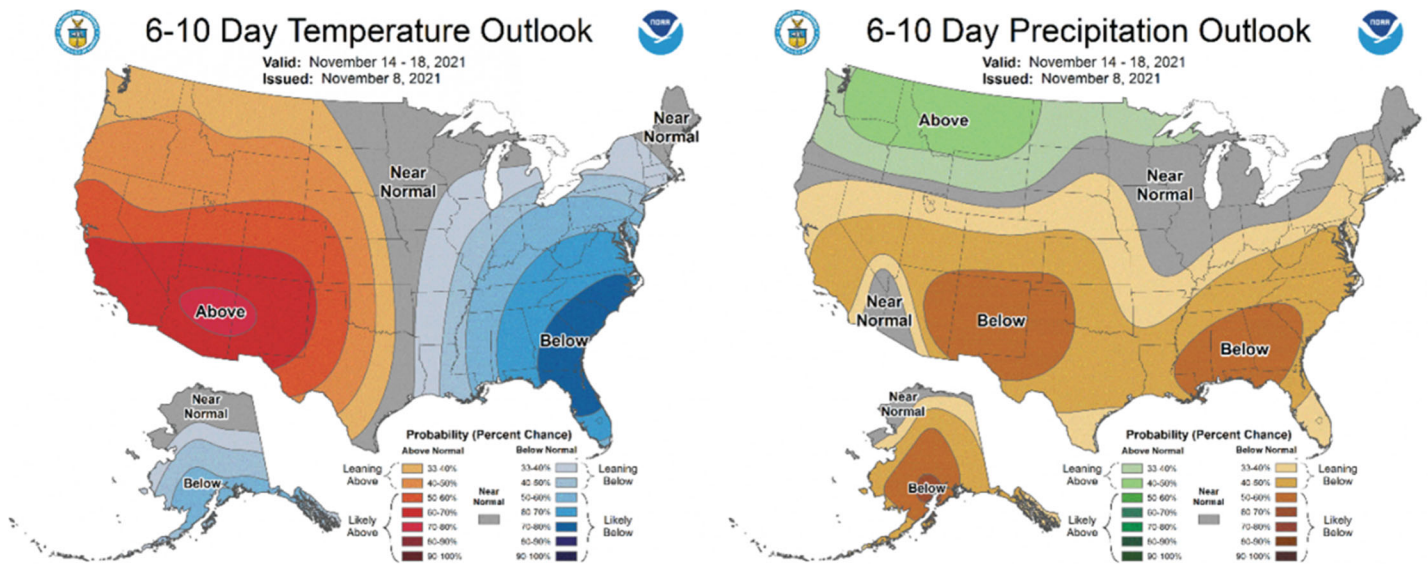


Figure 3) Climate Prediction Center 6-10 Day Outlook valid for November 14-18, 2021, for left) temperatures and right) precipitation. Colors represent the probability of below, normal, or above normal conditions.

## Fall Grazing Thoughts

By: Chris Penrose, OSU Extension, Morgan County

Originally Published in Farm & Dairy Newspaper on November 4, 2021

For the first time last week, it really felt like the growing season was coming to an end. Cooler temperatures and shorter days have really slowed down forage growth. Some may already be feeding hay, some may still have several months of grazing remaining. When I mowed the lawn last week, I was wondering if I will need to do it again, and at the same time, I was wondering if I will be able to graze the field I was moving cattle out of one more time.

Over the years, I have seen cool season grasses, especially fescue continue to grow in the fall, so there may still be an opportunity for a little more growth but probably not much. I dug up some old research we did on stockpiling fescue from over 30 years ago in Southeast Ohio and when we applied nitrogen on the first of November, we did not see a significant response in yield but we did see a response from a late September application. At this point, we likely need to figure out how to best use what we have.

Some basic things we need to keep in mind is: do you have enough pasture and stored feed to make it through the winter? If you are calving, kidding or foaling in the spring, we need to feed accordingly; provide poorer quality hay first, save the best for last. Finally, not considering quality, feed hay most exposed to the weather first.

If you do not have enough feed for the winter, now is a time to figure out your options. I knew last year I would be short on hay. To compound the problem, when I started to feed, quality was very good and the cattle were eating much faster than previous years. I started to supplement with corn in January to stretch out my supplies. From an energy perspective, a pound of corn will replace two pounds of hay for a portion of the diet which will help, especially when calculating the cost of purchased feed.

If you still have some good pasture left, maybe you could stretch it out by feeding some of your poorest quality hay with it for a more balanced diet. I plan on setting out round bales in several paddocks after my last rotation to have them ready to feed when pastures run out. If it gets wet, maybe I can reduce tearing up the ground. If the ground gets really soft, I try to have some square bales to take out with the utility vehicle when needed.

If you are calving in the late winter/early spring, is there an ideal location to do this that will not get as muddy as other fields? I start calving in early March and I stockpile a hayfield on the hill after I take two or three cuttings of hay off. When I move the cows to the field in early March, there is a lot of grass and a thick sod,



**2. Find something that is useful for you.**

My boots. Whatever the weather or the terrain, they wait by the door each morning ready for the day ahead.

**3. Find something that is your favorite color.**

The purple blooms of fading flowers like ironweed or New England aster or the changing leaves of sumac or sweetgum in the tree line.

**4. Find something that makes you happy.**

Animals grazing. Watching animals enjoy a buffet of fresh grass makes me feel content.

**5. Find something that makes you laugh.**

My daughter. The way she talks to and cares for her animals is as comedic as it is endearing.

**6. Find something in the morning that you enjoy.**

Dew drops or frost crystals clinging to blades of grass.

**7. Find a friend or a pet that you love spending time with.**

Bandit and Brindle. My trusty couple of German Shepherd mutts.

**8. Find something that tastes good.**

Beef. Lamb. Chicken. Turkey. Venison. Wild chives. Shall I go on?

**9. Find something that you love doing outside with friends.**

Well, I am an Extension Educator, so I have to say a good pasture walk and talk checks the box.

**10. Find something that you are grateful for.**

The land beneath my feet.

Usually, this column is bursting with advice on how to better manage your pasture or your livestock, but today it is about managing your mental and emotional stress. Physicians, philosophers, and priests all agree that the practice of expressing gratitude improves your physical and mental well-being. It doesn't have to be done in a counselor's office or a pew. It can be done in the pasture. It can happen in the cab of a tractor, the seat of a side-by-side, the back of a four-wheeler, on a fence line, at the dinner table, or wherever you have a few seconds to pause.

Regularly taking time to be grateful for big and little things in your life can lead to increased optimism, motivation, satisfaction, self-esteem, and confidence while decreasing feelings of frustration, envy, and regret. Mutual appreciation and expression of gratitude leads to healthier relationships. Simply listing things you are thankful for before bed can help you achieve more restful sleep.

There are thousands of ways to express gratitude and there are 365 days in the year. Don't wait for Thanksgiving to be thankful. Don't stop being thankful when the table is cleared. Your livestock and crops probably won't thank you for the gesture, but if you keep that attitude of gratitude all year long your body, your mind, and the people you love sure will.

## ***Punch Your Feed Ticket***

By: Jeff Lehmkuhler, PhD, PAS, Extension Professor, University of Kentucky

Source: <https://u.osu.edu/beef/2021/11/10/punch-your-feed-ticket/>

Last month Dr. Bullock and I attended an evening program. One of the sponsors was a local feed company in which the owner had just taken over the company in January. Many of our communities have one of these local feed mills or dealerships. My brother and I both were fortunate to have had the opportunity from the Lubbers family to work in one of these feed mills while in school. This is one of the factors that sparked my interest in animal nutrition and helped set a path for my future career.

My rambling here is because of the recent Beef Bash information I shared, recent farmer meetings, and a string of emails regarding feed prices. My previous feed mill experience also plays a role having seen so many feed tickets. Two weeks ago, I asked a group of producers what they were paying for feed. They said that a bag of corn was \$7-\$8. Talking about prices on a “bag” unit or 50 pounds is normal for many of our beef operations buying feed for weaned calves or supplementing cows. There are 40 bags weighing 50 pounds in a ton. When you have unloaded as many semis of bagged feed as my brother and I did, you quickly memorized this as you had to count each stack of 10 bags as you wheeled 500 pounds down the ramp matching sure your unloaded inventory matched the billed amount.

The challenge of talking in bag units is that it can be difficult to relate to the feed prices in market reports. For instance, the Kentucky Ag Market Report lists prices for corn based on what elevators are buying corn for and not the price feed mills are selling corn to farmers. I would be asked to call the local Co-Op and find out what they were paying for corn, so Mr. Lubbers knew what to pay for corn hauled in to the mill to be competitive and how much to mark up the corn sold as feed.

If a local feed mill was buying corn locally for \$5.60 per bushel and selling it for \$7.00 per 50-pound bag, the price per ton would be \$200 for the purchase price and \$280 per ton back out the mill. This price difference is a 40% markup to cover shrink, storage, bagging, insurance, labor, and other business-related costs. However, when you just look at \$5.60/bu versus \$7/bag perhaps you think a little over a dollar difference is not a big deal.

We made a lot of different custom mixes for farmers. This intrigued me when I worked at the mill. One farmer would come down the steep hill with his old Johnny Popper pulling a cart of spelt. How many of you can say you have seen spelt? Others would back up with a truck load of ear corn for us to grind, some mixes we would have to grind hay into while others would be a simple mix of corn and a protein pellet.

Sorry for the tangent, I suppose age is catching up to me as I share too much of my past. Let’s talk about these local feed mill receipts. Many of you probably know how to read these, but others may not. The table below is a representation of a “ticket” or receipt used by many of the local feed dealers. The ticket includes how much, what was purchased/mixed, the price per unit and total amount.

Looking at the table, what feedstuff has the highest price listed? Soybean is listed at \$30 and would be the highest price listed. This sparks the first common question, can I cut out the bean meal? The simple answer is yes. You can’t simply replace the soybean meal with a 1:1 swap with more distillers grain as soybean meal has about twice as much protein. To maintain the same protein level in the mix, we must add roughly 50 pounds of distillers grain and decrease another feed such as corn by 25 pounds along with removing the soybean meal.

The second highest priced feed is the mineral at \$24. Since this is the only source of minerals and vitamin supplementation, there is not another feed listed that can be used as a substitute. Plus, when looking at the “Amount” column, the mineral is only \$4.80 which is less than the soybean meal at \$7.50. This should raise a red flag. How come there is more than twice as much soybean meal and the “Price” listed is higher by \$6 but the amount is not more than twice as expensive?

	Quantity	Description	Price	Amount
1	500 #	Ground corn	14.50	72.50
2	250 #	Distillers grain	12.50	31.25
3	100 #	Rolled Oats	0.50	50.00
4	100 #	Cottonseed hulls	11.50	28.75
5	25 #	Soybean meal	30.00	7.50
6	10 #	Mineral	24.00	4.80
7	15 #	Molasses	0.35	5.25

This is where not knowing the “unit” used to price the feed gets one in trouble. So, how do we determine the unit? Unit can be found by dividing the value in the “Amount” column by the value from the “Quantity” column. Next, divide the value in the “Price” column by your previous answer to get the unit. For soybean meal, the unit is found by dividing \$7.50 by 25 pounds which is \$0.30 per pound. By dividing the price per unit of \$30 by \$0.30/lb, the dollars cancel leaving 100 pounds as the unit used in the “Price” column. Let’s do the same thing for the mineral. The “Amount” column for mineral is \$4.80 divided by the “Quantity” of 10 lb which is \$0.48 per pound. Whoa wait a second, the mineral cost is more per pound than the soybean meal! Let’s finish to find the unit by dividing the price of \$24 by \$0.48/lb to get 50 pounds as the unit used in the “Price” column. Point – The mineral actually costs more than the soybean meal when pricing based on a common unit, price per pound or if you want to multiply by 2000 to get price per ton.

I want to continue to drive home the importance of understanding how to read these tickets. Let’s determine the unit and price per ton for both the cottonseed hulls with a listed price of \$11.50 and dried distillers grains listed at \$12.50. Again, quickly looking at just the “Price” column, one may be pondering if less distiller grains and more cottonseed hulls could be used. For cottonseed hulls, the amount is \$28.75 divided by the quantity of 100 lb equals \$0.2875 per pound. Dividing the price \$11.50 by \$0.2875/lb equals 40 pounds which seems like an odd number. Due to the low density and bulkiness, cottonseed hulls are marketed in 40-pound bags. To get the price per ton, multiply \$0.2875/lb by 2,000 lb/ton which cancels out the pound units leaving \$575 per ton. In late August, we bought a bag of cottonseed hulls for the students to use in a starter diet for beef class and the price was equivalent to \$480/ton. This is the cost of feedstuff with a nutritional value about the same as wheat straw.

To finish our comparison with the dried distillers grains, the amount listed of \$31.25 is divided by 250 pounds from the “Quantity” column which is \$0.125 per pound. The unit used in the price column is 100 pounds found by dividing the listed price \$12.50 by \$0.1250/lb. We already know that the cost per pound is drastically less than the cottonseed hulls and the price per ton is then \$250. So, pondering how to increase the cottonseed hulls and lowering distillers grains was taking us down the wrong trail.

To wrap up, the other aspect is comparing feeds on a cost per unit of nutrient. To do this we will compare the two protein feeds in the table, soybean meal and distillers grains. Table values list soybean meal at 50-52% crude protein on a dry matter basis and dried distillers grains at 28-30%. If we assume 10% moisture in these feeds, the crude protein content as-fed would be  $52 \times 0.9 = 47\%$  and  $28 \times 0.8 = 25\%$ . On an as-fed basis, 2000 pounds per ton multiplied by the crude protein percentage ( $47/100$  and  $25/100$ ) will tell one the pounds of protein per ton. In this example, there would be 940 and 500 pounds of crude protein per ton, respectively for soybean meal and distillers grain. Dividing the cost per ton by the pounds of protein per ton equals the cost per pound of protein. Above we found the prices were \$600 and \$250 per ton for soybean meal and distillers grains, respectively. The cost per pound of protein is calculated to be \$0.64 for soybean meal and \$0.50 for distillers grains.

After taking the time reading this lengthy article, I hope that you have a better understanding of how to read those feed tickets. You may want to punch yourself for or the feed ticket for maybe having a more expensive feed that may be needed. However, understanding the cost of feeds and working with your nutritionist should provide you an opportunity to evaluate your feeding programs and develop feeding cost effective feed mixes to meet the needs of your livestock. Chat with your local feed dealer, county agent or nutritionist to evaluate options for your feeding program.

## Common Diseases of Goats

By: Joan S. Bowen, DVM, Wellington, CO

(Previously published in the [Merck Manual – Veterinary Manual: January, 2014](#))

Source: <https://u.osu.edu/sheep/2021/11/09/common-diseases-of-goats/>

Goats harbor several species of **coccidia** but not all exhibit clinical coccidiosis (see [Coccidiosis](#)). Adult goats shed coccidia in feces, contaminate the environment, and infect the newborn. As infection pressure builds up in the pens, morbidity in kids born later increases. Signs include diarrhea or pasty feces, loss of condition, general frailness, and failure to grow. In peracute cases, kids may die without clinical signs. Rotating all the kids through one or two pens is dangerous. To help prevent coccidiosis in artificially reared dairy goats, the kids should be put in small, age-matched groups in outside, portable pens that are moved to clean ground periodically. Eradication is not feasible, but infection can be controlled through good management practices. Coccidiostats added to the water or feed are adjuncts to a management control program and not substitutes. Chronic coccidiosis is one of the main causes of poor growth in kids and is responsible for the uneconomical practice of delaying breeding for a year until the goat has reached adequate size (70 lb. [32 kg] for dairy breeds). In Angora goats kept extensively, the problem is seen at weaning, when the kids are kept in smaller lots and fed supplement on the ground.



In pastured and free-ranging goats, **helminthiasis** can assume great clinical significance. GI nematodiasis, liver fluke infestation, and lungworm infections all may be seen. Age-related resistance to parasitism in goats is weak relative to that in other ruminants. Although most common in yearlings during their first season on pasture, clinical parasitism may be seen in adults as well. Poor growth, weight loss, diarrhea, a scruffy hair coat, signs of anemia, and intermandibular edema (bottle jaw) may be seen with GI parasitism or liver fluke disease. *Haemonchus contortus* infection has emerged as a major constraint in the expanding meat goat industry in the southeastern USA. Persistent coughing in late summer and autumn is the usual presentation of lungworms; secondary bacterial pneumonia with fever is a common sequela. Parasitism is insidious on hobby farms, where the problem may not exist for several years and then suddenly explodes as goat numbers continue to increase and facilities become overstocked. Tapeworm proglottids are often noted in goat feces by owners. Although tapeworms are not generally considered to be of clinical importance, their discovery can be used to review the subject of helminthiasis with owners and develop an overall parasite control program (see [Gastrointestinal Parasites of Sheep and Goats](#)).

**Clostridium perfringens type D** can be fatal, and it is not always associated with the classic “change in quality and quantity of feed.” In problem herds, vaccination every 4–6 months may be necessary, because goats may not maintain protective immunity as long as sheep or cattle when given the same commercial vaccines. Vaccination prevents the acute death syndrome, but occasionally even vaccinated goats may develop acute enteritis. Affected goats develop severe diarrhea and profound depression; milk yield drops abruptly. Death may result in 24 hours. Treatment involves administration of antitoxin, analgesics, fluid therapy, correction of acidosis, and antibiotics.

Vaccination for **contagious ecthyma** (sore mouth, see [Contagious Ecthyma](#)) is not indicated unless the disease exists on the premises. The main problems with infected kids are difficulty in nursing, spreading lesions to the does’ udders or the assistants’ hands, and attendance at goat shows being disallowed. Live virus vaccine is used by scarifying the skin (eg, inside the thighs or under the tail) and painting on the vaccine. Both natural lesions and those resulting from vaccination may last as long as 4 weeks, but after the scabs have dropped off, the goats can go to shows.

**Chronic wasting** is seen quite frequently; it is not a single disease but a syndrome. Generally, if a goat is well fed, kept in a stress-free environment, and has good teeth and a low parasite load, it should thrive and produce. If it does not, and begins “wasting,” it should be culled immediately. The major causes of chronic wasting include poor nutrition, parasitism, dental problems, paratuberculosis, internal visceral abscesses due to *Corynebacterium pseudotuberculosis* (ovis) or *Trueperella pyogenes*, locomotor problems (particularly arthritis due to retrovirus infection [CAE virus]), and chronic hidden infections such as metritis, peritonitis, or pneumonia. Tumors are occasionally diagnosed in older goats. These diseases are rarely treatable, and many are contagious; this is the basis for the strict culling policy, which is vital to the overall productivity of a herd.

**Paratuberculosis** in goats differs from that in cattle (see [Paratuberculosis in Ruminants](#)); gross postmortem lesions are less pronounced, and profuse diarrhea occurs less commonly in goats until right before death. Consequently, many cases may go undiagnosed until necropsy. The ileocecal node is the most rewarding tissue for bacteriologic culture and histopathology. Diagnostic testing for caprine paratuberculosis includes agar gel immunodiffusion, pooled liquid fecal culture, direct fecal PCR, and ELISA. The control program for paratuberculosis in goats is similar to that in cattle.

**Caprine arthritis and encephalitis** (CAE, see [Caprine Arthritis and Encephalitis](#)) virus has emerged as an important infectious agent of intensively raised dairy goats, but all breeds of goats are susceptible to this retrovirus. CAE infection in goats can manifest in numerous ways: subclinical, persistent infection; a progressive paresis of young goats 2–12 months old; agalactia with a firm, noninflamed udder at parturition in bred females; or an arthritic condition with pain and swollen joints in adults. A chronic, progressive interstitial pneumonia or a wasting syndrome may also be seen in adults. CAE infection has been considered primarily to be spread from dam to offspring through virus-laden colostrum and milk, and control programs have been aimed at separating the newborns from the adult population and feeding heat-treated colostrum and pasteurized milk. Infection may persist in herds in which this is practiced due to horizontal transmission between adults. Regular testing and rigorous culling of all seropositive goats, or strict segregation of seropositive and seronegative goats, must be practiced if disease eradication is the goal.

For mastitis in goats, see [Mastitis in Goats](#) at <https://www.merckvetmanual.com/veterinary/reproductive-system/mastitis-in-large-animals/mastitis-in-goats>

## ***Help Wanted: Recruiting During a Labor Shortage***

By: Jeffrey K. Lewis, Attorney and Research Specialist, Agricultural & Resource Law

Source: <https://farmoffice.osu.edu/blog/thu-11042021-627pm/help-wanted-recruiting-during-labor-shortage>

Over the past few months, we have all heard about the labor shortage affecting American employers in various industries all over the country. Now is as difficult a time as ever to find employees. As an agricultural employer, it may be easy to relax some of your established policies and procedures when going through the employee recruitment process, especially while navigating the labor shortage. But, as an employer, you are obligated to comply with state and federal law regardless of the labor climate. Below we review a few important concepts to help refresh employers of their obligations under Ohio and federal law when they engage in the recruitment process.

**Walking the fine line of job descriptions.** One of the first thing an employer should do when beginning the recruitment process is to define the job qualifications in order to identify the minimum qualifications an employer is willing to accept in a new employee. However, some care should be taken in this step. If an employer has unrealistic expectations, it may make it difficult to fill the position. Then, out of frustration or urgency, an employer will fill the position with someone that does not meet the stated minimum qualifications. This creates a problem if an employer ends up hiring an employee that does not meet the minimum qualifications after previously rejecting other applicants with similar qualifications. Those rejected applicants may have a lawsuit for employment discrimination. On the other hand, if an employer's written expectations are too low, an employer may have a difficult time defending its decision to reject an individual who met the stated minimum qualifications while the employer searched for someone who met what the employer was really looking for. An employer needs to be consistent and stick to its stated qualifications when

making employment decisions or risk opening itself up to employment discrimination lawsuits.

**Defining the essential functions of the job is essential.** Creating a comprehensive and detailed job description and a list of job qualifications helps employers narrow its applicant pool and provides a basis to make certain employment decisions. It also helps employers define the essential functions of a job which helps employers stay compliant with Ohio and federal employment laws. For example, The [American with Disabilities Act](#) (“ADA”) makes it clear that an employer does not need to employ someone who cannot perform the essential functions of the job. This does not mean that every function performed by an employee is “essential.” The [Equal Employment Opportunity Commission](#) (“EEOC”) makes it clear that marginal functions of the job are not “essential.” Some of the factors that help determine what functions are essential include:

- The employer’s judgment as to which functions are essential;
- Written job descriptions prepared before advertising or interviewing applicants;
- The amount of time spent on the job performing the function; and
- The consequences of not requiring the employee to perform the function.

**Job Applications.** Most employers understand it is unlawful to discriminate against employees or potential employees based on race, religion, sex, national origin, age, or disability. On job applications, however, employers need to be careful when asking what may seem like innocent questions that relate to things like age, religion, national origin, marital status, children, criminal history, U.S. citizenship, medical history, or disability. Asking these types of questions may lead to a finding that an employer engaged in a discriminatory practice. For example, it is permissible to ask if an applicant is legally permitted to work in the United States; it is impermissible to ask where someone was born. It is permissible to ask if someone is able to perform the essential functions of the job; it is impermissible to ask if someone has any health issues that would prevent them from doing the job. These are just a couple examples of the types of questions an employer is allowed to ask on an application. Employers should consult with an attorney to make sure that all questions on an application are compliant with state and federal standards.

**Pre-employment drug and alcohol testing.** There are no laws that prohibit employers from testing its employees for drugs and alcohol. However, there are laws that regulate the timing of such tests. To help employers, the ADA separates testing into two categories, “pre-offer” testing and “post-offer” testing. In the pre-offer stage, an employer may test a potential employee for any illegal drug use but cannot test for alcohol. Illegal drug use is not protected under the law. However, employers need to be careful from automatically disregarding all employees that test positive for controlled substances. A person with chronic back pain may have a perfectly legal reason for having certain substances in their system, especially if they are under a strict pain management program. Once an employer learns of an employee’s legal justifications for certain controlled substances, an employer cannot use the information as basis to refuse employment, terminate, or discipline an employee. In the post-offer stage, employers are allowed to test for alcohol. Testing for alcohol is considered a medical examination, and employers are only allowed to subject their employees to medical examinations once an offer of an employment has been given. Regardless of which type of testing an employer seeks to use, employers must be consistent in the way they implement such testing. Testing must be done in a non-discriminatory manner, meaning an employer must make all employees take the same test or forgo any testing at all.

**Background Checks.** Ohio does not prohibit the use of background or credit checks on potential employees. There are, however, several regulations that relate to employers that use background or credit checks. First, background and credit checks are subject to the federal Fair Credit Reporting Act (“FCRA”) which requires employers to obtain written consent from the applicant, give the applicant notice of the employer’s intention to reject their application based on the results of the background check, and notify the applicant of any final decision to reject the applicant because of the background check. Additionally, employers need to be careful about how they handle prior arrests and convictions. If an employer does decide to reject an application based on any prior arrests or convictions, the employer needs to consider the nature of the job, the nature and severity of the offense, and how much time has passed since the offense. For example, if a farmer is looking to hire a general farm laborer, a conviction for driving under the influence from 10 years ago may not be sufficient grounds to reject an application. Unless the position requires the applicant

to drive on a consistent basis, the offense may not really be related to the nature of the job. Furthermore, enough time may have passed that would make it discriminatory to reject an application for this type of offense.

**Interviewing.** Interviews are ripe for potential discrimination claims because they are less structured than applications and insert the “human element.” When conducting an interview, employers should stick to a script. A script will help an employer avoid potential discrimination lawsuits and gives the employer the ability to carefully select its interview questions. When asking questions, an employer is not liable for any information that an applicant willingly provides. For example, if the question is “tell me about yourself” and an applicant provides information about a medical condition or their family, an employer cannot be found liable for any discriminatory practices. An employer cannot, however, use the information to make any employment decisions. If an applicant is providing too much information, it is best for the employer to quickly move on to the next subject to avoid eliciting any other information that could be used against an employer in a discrimination lawsuit.

**Hiring.** When deciding to choose one applicant over another, employers need to have a fair and equal system in place. Employers need to be able to point to a specific procedure that demonstrates an employer’s nondiscriminatory reason for choosing one applicant over another. For example, if one applicant is more qualified than another for a job, it is easy to prove a nondiscriminatory purpose for hiring the more qualified candidate. If there are two equally qualified candidates, it is even more important to have a nondiscriminatory procedure in place when deciding between the two applicants. For example, an employer could have a policy in place that states if two equally qualified candidates apply for the same position, the candidate that applies first shall be given the job offer.

**New hire reporting.** All employers are required by the U.S. Customs and Immigration Services to verify the identity and employment eligibility of all employees by filing out [Form I-9](#). Ohio employers are also required by the [Ohio Department of Family and Job Services](#) (“ODFJS”) to report the hiring, rehiring, and return to work of paid employees. The new hire report must be completed within 20 days after the employee is hired or returned to work.

**Conclusion.** In these trying and difficult times, compliance with state and federal regulations may be the last thing on an employer’s mind. However, these laws are always in effect, regardless of circumstance. Complying with state and federal laws will only help employers defend any employment decisions and to avoid potential employment discrimination lawsuits.

## References and Resources

[Ohio Revised Code Chapter 4112 – Civil Rights Commission](#)  
[Americans with Disability Act, 42 U.S.C. §§ 12101-12117](#)  
[Title VII of the Civil Rights Act, 42 U.S.C. § 2000e et seq.](#)

## ***Farmland and Farmland Owner Tax Webinar***

Source: <https://farmoffice.osu.edu/tax/farmer-and-farmland-owner-income-tax-webinar>

Are you a farmer or farmland owner wanting to learn more about the recent income tax law changes and proposals? If so, join us for this webinar. If so, please plan to attend the Farmer and Farmland Owner Tax Webinar on Thursday, December 9, 2021 from 6:30 - 8:30 p.m.

This webinar will focus on issues related to farmer and farmland owner tax returns, COVID-19-related legislation introduced in 2020 and 2021 and federal legislative proposals and possible tax changes that may impact the farm sector.

This two-hour program will be presented in a live webinar format via Zoom by OSU Extension Educators Barry Ward and David Marrison along with Purdue faculty member Dr. Michael Langemeier. Individuals who operate farms, own property, or are involved with renting farmland should participate.

Topics to be discussed during the webinar include (subject to change based on tax law change):

- Tax Planning for Higher Income Years
- Sale of Farm Assets
- Tax Issues related to COVID-related legislation
- Federal Legislative Proposals and Possible Tax Impacts
- Like Kind Exchanges (farm machinery and equipment no longer are eligible for this provision) how this change may affect state income tax, Social Security credits and eventual payments
- New 1099-Misc and 1099-NEC

The registration fee is \$35 per person. Additional details can be found at:

<https://farmoffice.osu.edu/tax/income-tax-schools> For more information, contact Julie Strawser at [strawser.35@osu.edu](mailto:strawser.35@osu.edu) or call the OSU Extension Farm Office at 614-292-2433.

## ***2021 Agricultural Policy & Outlook Conference Slated for November 18-19***

Source: <https://u.osu.edu/ohioagmanager/2021/10/21/2021-agricultural-policy-and-outlook-conference-slated-for-november-18-19/>

You're invited to the premier forum for Ohio's food and agriculture industry as the Department of Agricultural, Environmental and Development Economics will be hosting the 2021 Agricultural Policy and Outlook Conference on November 18-19, 2021.

This conference will be held virtually over the course of two days, with experts covering issues important to producers, agribusinesses and elected officials. The schedule for this conference is:

### Thursday, Nov. 18 (Day One) Schedule

- (9 a.m. – 10 a.m.): "Consumers, Shopping, and Local Food: What's Next?" presented by AEDE Assistant Professor Dr. Zoë Plakias.
- (11 a.m. – 12 p.m.): "Now Hiring: An Ohio Food & Agricultural Labor Update," presented by AEDE Assistant Professor Dr. Margaret Jodlowski.
- (1 p.m. – 2 p.m.): "US Trade Policy and Prospects for Agricultural Trade," presented by AEDE Professor and Andersons Chair of Agricultural Marketing, Trade and Policy Dr. Ian Sheldon.

### Friday, November 19 (Day Two) Schedule

- (9 a.m. – 10 a.m.): "Agricultural Commodity Markets: Trends and Prospects," presented by AEDE Assistant Professor Dr. Seungki Lee.
- (11 a.m. – 12 p.m.): "Ag Finance Recovery," presented by Dr. Nathan Kauffman, Vice President and Omaha Branch Executive with the Federal Reserve Bank of Kansas City
- (1 p.m. – 2 p.m.): "A Conversation about the Next US Farm Bill," presented by Assistant Professor Jonathan Coppess, J.D., University of Illinois

Registration can be made at: <https://aede.osu.edu/programs/2021-virtual-agricultural-policy-and-outlook-conference>

## ***Farm Office Live Fall & Winter Edition***

by: Barry Ward, David Marrison, Peggy Hall, Dianne Shoemaker, Julie Strawser – Ohio State University Extension

Source: <https://u.osu.edu/ohioagmanager/2021/11/10/farm-office-live-fall-and-winter-edition/>

"Farm Office Live" returns virtually this fall and winter as an opportunity for you to get the latest outlook and updates on ag law, farm management, ag economics, farm business analysis and other related issues from faculty and educators with the College of Food, Agriculture and Environmental Sciences at The Ohio State University.

Each Farm Office Live will include presentations on select ag law and farm management topics from our experts. Participants will have an opportunity to ask questions and interact with presenters via webinar features. Viewers can attend “Farm Office Live” online each month on Wednesday evening or Friday morning, or can catch a recording of each program. The full slate of offerings for this fall and winter:

- November 17th 7:00 – 8:30pm
- November 19th 10am – 11:30am
- December 15th 7:00 – 8:30pm
- December 17th 10:00 – 11:30am
- January 19th 7:00 – 8:30 pm
- January 21st 10:00 – 11:30 am
- February 16th 7:00 – 8:30 pm
- February 18th 10:00 – 11:30 am
- March 16th 7:00 – 8:30 pm
- March 18th 10:00 – 11:30 am
- April 20th 7:00 – 8:30 pm

Topics to be addressed over the next few months include:

- Legal trends for 2021
- Legislative updates
- Tax Issues That May Impact Farm Businesses
- Crop Input Costs and Profit Margins
- Cropland Values and Cash Rents
- Interest Rates
- Farm business management and analysis updates
- Farm succession & estate planning updates

Who's on the Farm Office Team? Our team features OSU experts ready to help you manage your farm office:

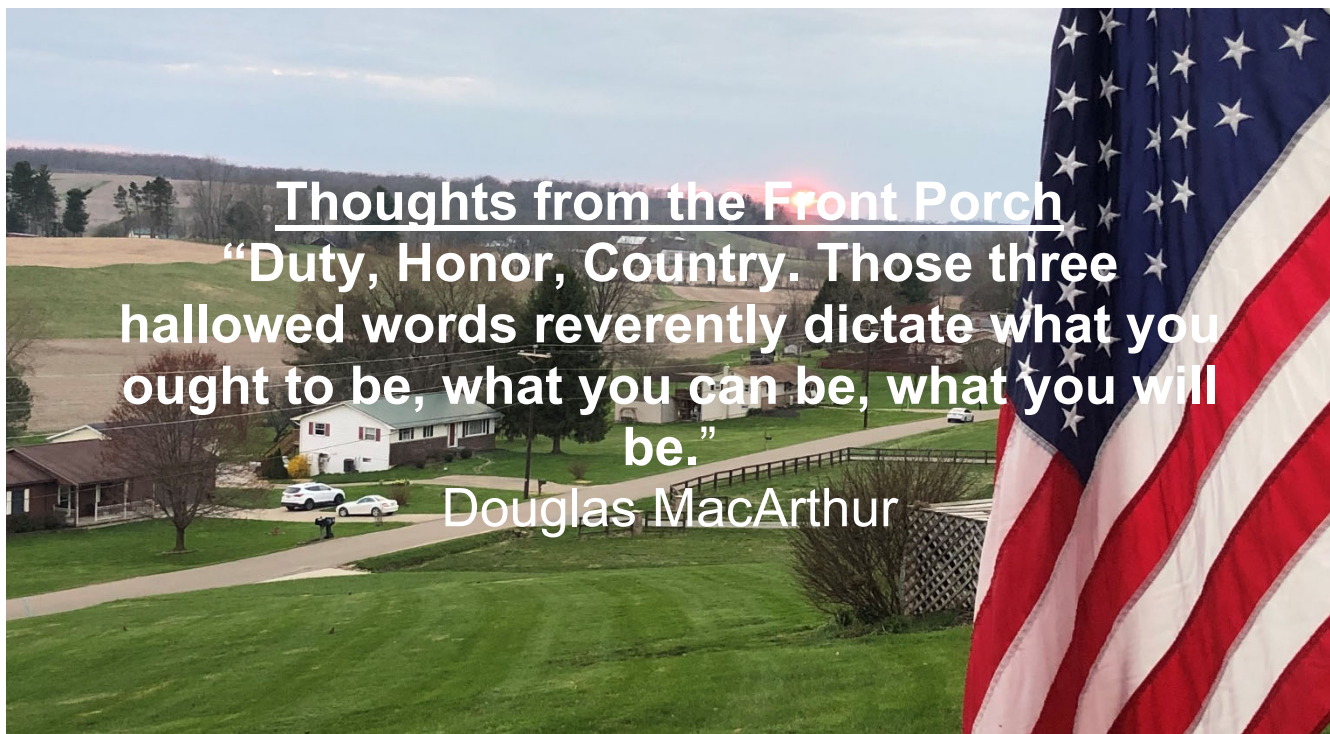
- Peggy Kirk Hall — agricultural law
- Dianne Shoemaker — farm business analysis and dairy production
- David Marrison — farm management
- Barry Ward — agricultural economics and tax
- Julie Strawser – marketing, webinar management and support, administrative support
- Register at: <https://go.osu.edu/farmofficelive>

We look forward to you joining us this fall and winter!

### ***BQA Re-certification Sessions Planned***

The Coshocton County Extension office will be offering two **Beef Quality Assurance (BQA)** re-certification meetings during the month of December to help producers renew their BQA certification. These sessions will be held on December 1 and 14 from 7:00 to 8:30 p.m. in Room 145 at the Coshocton County Services Building located at 724 South 7<sup>th</sup> Street in Coshocton County. Pre-registration is required for each session as space is limited. There is no fee to attend. Call 740-622-2265 to pre-register. These sessions also qualify for anyone who is seeking a first time certification.

If you cannot attend one of our local sessions, our friends down in Muskingum County will also be holding a Beef Quality Assurance class on November 16 beginning at 7:00 p.m. at the Muskingum Livestock Auction in Zanesville. No pre-registration is required. Online certification and recertification is also available and can be completed anytime at <https://www.bqa.org/beef-quality-assurance-certification/online-certifications>.



### ***Upcoming Programs***

#### 2021 Beef Quality Assurance Re-certifications- Coshocton County

December 1 & 14, 2021 (7:00 to 8:30 p.m.)

#### 2022 Private Pesticide & Fertilizer Re-Certification

January 12 from 8:30 to 1:00 p.m. at Locke Landing in Roscoe Village

February 10 from 5:00 to 9:00 p.m. in Room 145, Coshocton County Services Building

#### 2022 Agronomic Weeds School

February 2 from 9:00 a.m. to 4:00 p.m. in Room 145, Coshocton County Services Building

#### 2022 Tiverton Institute

March 1 & 2, 2022