



## Workplace Conflict

Long hours, high stress, and working with people from different backgrounds can lead to conflict. Most conflict starts from poor communication, unclear job roles, different work styles, cultural differences, and age gaps.

When managed the right way, conflict becomes a chance to learn, build better teamwork, and bring new ideas to the farm. If ignored, conflict can hurt teamwork, slow down work, and cause people to quit.

Leaders can prevent many problems by modeling respect, listening, being clear, treating people fairly, and focusing on shared goals. Checking regularly with your employees and early conflict intervention also helps to keep things on track.

If you're a leader and what to learn more about managing conflict, you can read the full article.



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## Water: A critical and undervalued nutrient in dairy calves



Water is very important for calves. It makes up a big part of their body, especially when they are younger. The amount of water they need depends on their size, the weather, and how much they eat. Sometimes we don't think about it much, however giving them enough water is key for their bodies to work right and for their stomach (rumen) to grow.

Calves need a lot of water, four times more than dry food. Water helps carry nutrients all through their body, keeps their temperature right, and helps with waste elimination. Even though milk and milk replacers have water, it isn't enough to make the calves eat more solid food (grain). If calves can drink water whenever they want, they eat more and gain more weight. This helps their muscles and bones grow well, especially in the first two months, and that can help them produce more milk when they grow up.

Important management strategies to prevent sick calves include water temperature and cleanliness of buckets. Calves like warm water, especially in cold weather. Thus, they don't have to use extra energy to warm the water in their rumen. The water buckets should be clean. It's good to rinse them out every day and wash them well once a week to prevent sickness. Prioritizing water management is key for raising healthy and profitable calves.

To read the complete article, scan the QR code or visit: <https://go.wisc.edu/BN25062>



## SAFETY FIRST

### Strengthening Biosecurity Practices

Biosecurity measures prevent harmful organisms from entering and spreading on farms and getting people and animals sick.

Key measures include:

- Prioritize hygiene.
- Use personal protective equipment (PPE), for example, gloves and eye protection.
- Manage visitor access and farm traffic.
- Create a farm culture where everyone is focused on preventing the spread of germs.
- Partner with your veterinarian.

Learn more about how to protect the health of people and animals by reading the full article.

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### FUN FACT



6 MILES

**Cows have a strong sense of smell and can detect odors from up to six miles away.**

## More Milk, Less Waste: Why Dry Matter Matters

Feeding cows is not just about how much feed you give them. It is about how much dry matter (DM) they actually eat. Dry matter is what is left after all the water is removed from feed. That is the part that actually gives cows the nutrients they need to make milk and stay healthy.



For example, two piles of alfalfa might weigh the same, but if one is wetter than the other, it means it contains less dry matter. The cow eating the wetter pile would be getting a bunch of water but not so many nutrients. If you are not checking Dry Matter regularly, your cows might not be

getting what they need, even if it looks like they're eating enough.

If your work involves feeding or milking cows, this article explains how to measure dry matter on the farm using simple tools like a microwave, a Koster Tester or an Air Fryer. It also explains why knowing Dry Matter helps you keep your feed consistent and your herd performing better.

Visit <https://go.wisc.edu/BN25064>

Or scan the QR code to read the full article.



## ACROSS THE FENCE

### Excellent Bunker Management

Place tires evenly over the bunker to hold down the plastic and prevent air pockets. A tight, even seal keeps oxygen out and protects silage quality. When not in use, keep the tires stacked and organized.

