

What is a Total Compensation Statement ?

A Total Compensation Statement is a report that brings together pay, bonuses, benefits, and other rewards that support motivation, stability, and well-being. It helps employees and employers see the full value of a job, not just the paycheck.

Benefits for employees:

- Shows the full investment their employer makes
- Gives a clear picture of all available resources
- Helps them feel valued

Benefits for employers:

- Better employee retention
- Stronger recruitment
- Higher productivity as employees use benefits well

Clear communication makes these statements work. Employers should share them yearly, and employees should take a moment to review and understand them.

To learn how this tool can help build a stronger workplace read the article:

<https://go.wisc.edu/BN25123>



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Maintaining Udder Cleanliness Without Adding Stress

Clean udders are easier to prepare for milking and are important in maintaining milk quality and udder health. One method to improve udder hygiene is removing udder hair, which can trap manure and debris and harbor bacteria that increase the risk of infection and elevated somatic cell counts.

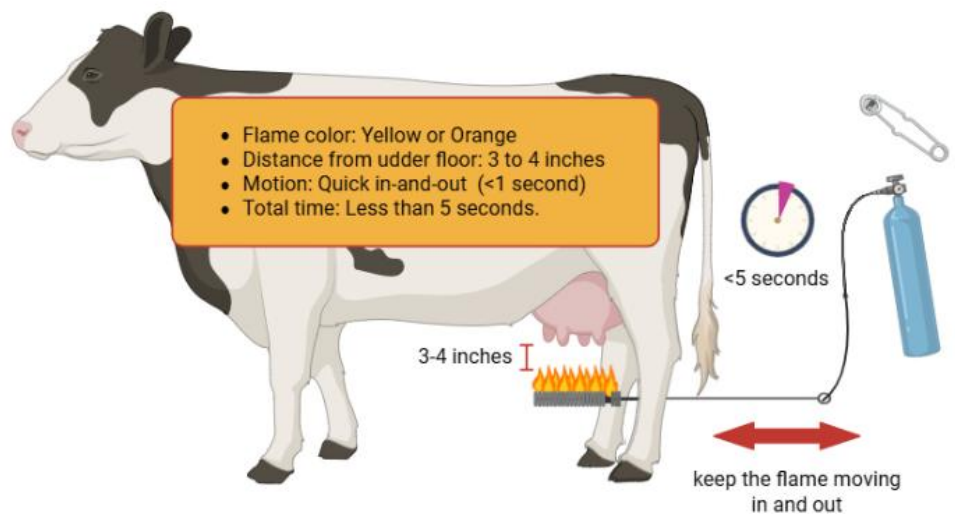


Diagram created with BioRender.

Trimming udder hair is a good way to reduce bacteria and increase welfare, but electrical clips can stress the cow due to its noise and contact. An alternative is to singe the hair with a cool propane flame, which is a faster procedure and avoids physical contact. Using this low stress method can support udder hygiene, lower somatic cell counts and keep cows more comfortable during milking.

Singeing Procedure:

- Light the wand; ensure the flame is yellow or orange (indicating a cooler burn).
- Hold the wand 3 to 4 inches from the udder floor.
- Use a quick in-and-out motion lasting less than a second.
- Move the wand up the back of the rear quarters.
- The total time per cow should not exceed 5 seconds.

Visit <https://go.wisc.edu/BN25122> or scan the QR code to read the complete article



SAFETY FIRST

Stay Safe in Cold Weather



- **Dress in Warm Layers:** Wear a dry hat, gloves, and boots with good traction. If your clothes get wet, change right away to stay healthy.
- **Watch for ice:** Walk slowly on wet or icy surfaces to prevent slips and injuries.
- **Drive carefully in winter:** Snow and ice make roads dangerous. Slow down, avoid sudden stops, and give yourself extra time to arrive safely.

FUN FACT

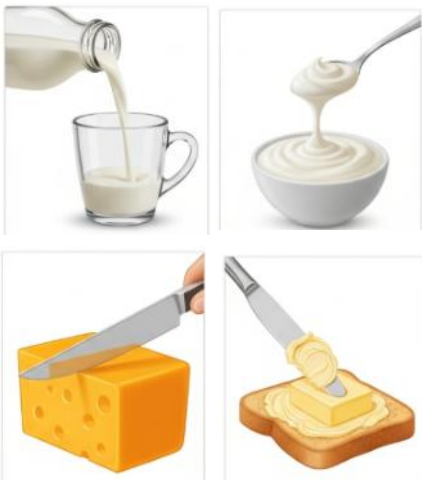
Milk is often classified into four “classes” based on how it will be used.

Class I– Fluid milk you can **pour**

Class II– Soft products you can **spoon**

Class III– Cheese you can **cut**

Class IV– Butter you can **spread**



Images generated with ChatGPT

Injecting Cows the Right Way

Proper handling and administration of veterinary products is essential to protect animal health. Following these recommended practices helps reduce the risk of abscesses, disease transmission, vaccine failure, and accidental injury:

- **Use a new needle for every animal:** Reusing needles may seem faster, but it can spread diseases and cause injuries.
- **Don't store the needle in the bottle:** Leaving a needle in the bottle can contaminate the entire product.
- **Store products correctly:** Keep vaccines and injectables refrigerated at 35°F–45°F (2°C–7°C). Avoid sunlight and freezing.
- **Follow label instructions for dosage and injection site:** Use the neck triangle area for injections, spacing shots about 4 inches apart. Limit each site to 10 cc or less and keep the area clean to prevent infections.
- **Dispose of needles safely :** Place used needles in a puncture-proof “sharps” container.

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ACROSS THE FENCE

Blow-drying newborn calves

Using a hair dryer helps calves dry faster and stay warm, especially in cold weather. This simple step prevents chilling, supports good energy levels, and helps calves stay healthy so they can start life strong and safe.

