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 NYS Dairy Foods, Inc.
 201 S. Main St., Suite 302
 N. Syracuse, NY 13212-2166
 Bruce W. Krupke, Editor
 315-452-MILK
 FAX 315-452-1643

NEWSNOTES

Northeast Dairy Compact Sunsets: Proponents Continue Fight

The Northeast Dairy Compact has come to an end, expiring on September 30, 2001. The Compact was first initiated on July 1, 1997 and through a series of political maneuvering was successful in being revived two different times throughout its life.

The Compact was scheduled to sunset unless voted upon by both houses of Congress and signed by the President. There were two main reasons the Compact was not successfully extended or expanded to other states. The first being the national tragedy on September 11, 2001. With attention refocused on other more pressing issues, Congress did not entertain reauthorizing the Compact. Secondly, with considerable opposition from national legislators from the upper Midwest and from various dairy trade and consumers groups, the Compact's chances if voted upon were slim.

A recent General Accounting Office (GAO) report which studied the effects of the Compact were mixed at best. The study said the Compact did contribute to higher retail milk prices in New England, but it couldn't be determined exactly how much of those increases were due to the Compact. The study showed the compact did increase over-order payments to dairy farmers, but the GAO couldn't determine whether some portion or all of those payments would have been made anyway, depending on market conditions. Further, the GAO report said data on dairy farm structure, milk production and milk consumption showed little change in historic trends after the Compact's implementation. Even more specifically, the Compact didn't lead to big increases in milk production or large declines in consumption, nor did it slow the decline in the number of dairy farms.

Proponents of the Compact are continuing to try to find ways to have it reauthorized by attaching it to other legislation that may be voted on including the 2001 Farm Bill. So far, attempts have been futile.

Should the Compact be reauthorized, there is a chance that New York State would be included in an expansion effort. Additionally, it could be expanded to include 14 Southern states, and 6 Western states.

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Association Executive Officers Elected to Posts

First action, donation to tragedy victims

The Board of Directors of New York State Dairy Foods, Inc. elected officers for two year terms at their meeting on Thursday September 20, 2001. Elected were:

President - William A. Fitchett, General Manger, Marcus Dairy

Vice President - Butch Miller, Queensboro Farms

Treasurer - Charlene Cosman, CFO, Oaktree Dairy

Secretary - Steven Schwartz, VP, Meadowbrook Dairy

One of the first items of business was a motion and unanimous vote to make a donation of \$500.00 from our association to the NY Police and Fireman's widow and orphan fund. President Fitchett said "our dairy industry must recognize the suffering and tragedy that occurred in the city and we as a processing and distribution industry help out the best that we can." He continued to encourage all of our members to remember the victims and honor those heroes who gave their lives. He offered our association's services and members manpower to any government agency needing help. He thanked those companies who responded after the tragedy by supplying bottled water to the rescue effort teams.

In other business, Peter Stigi, Sr. VP of Sales and Marketing, Tuscan Farms, Union, NJ, was unanimously elected board of director.

William L. Barton Alumni Scholarship



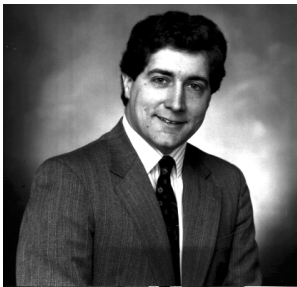
Awarded

Bill Barton was honored by his friends and family on Aug. 3 at the State Univ. of NY at Cobleskill with the creation of a scholarship in his name.

About 150 people came together for lunch and made donations in Bill's name. Bill is a retired employee of Stewart's Processing, formerly Saratoga Dairy in Saratoga Springs, NY. Bill is an honorary director of NYS Dairy Foods, Inc. While at Stewart's, Bill was known as a very dedicated and hard working employee. Contributions made that day totaled more than \$17,000.00 for a continuing scholarship. The first annual scholarship winner was Lorinda L Harkness, a Dairy/Ag. Science major at Cobleskill. She is pictured above with Bill Barton accepting her scholarship for \$1,000.00. Anyone or company wishing to contribute to Bill's scholarship award can do so by sending a check in his name made out to: SUNY Cobleskill Alumni Assoc., Cobleskill, NY 12043. Bill currently lives in Saratoga Springs with his wife Marg.

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Bruce W. Krupke
Executive
Vice President
Editorial Report...

Much has happened in the past couple of months since I last reported to you. First, we must all recognize the tragedy in our state and finest city. Our deepest sympathy goes out to the victims and their families. We have responded in providing a donation from our association to the NY Police and Fireman's Widows and Orphan Fund. We encourage all of you, our members to do what you can to help this very worthwhile cause.

Fortunately, to my knowledge, none of our members employees, or direct family members were affected. Neither were any of our dairy plant facilities or vehicles damaged or hurt as well. The worst part of the tragedy were the days immediately following the tragic event when milk shipments had trouble crossing the main bridges in the city. Those milk and dairy distributors serving customers in lower Manhattan are working with security and check point stops along routes.

The next big news, the Northeast Dairy Compact has sunset as of September 30, 2001. Our association has repeatedly taken a position of opposition to the Compact since its inception. The position was not one that opposes dairy farmers or curtailing their income in any way. We felt the Compact was not the correct method of determining a fair way to return more income to dairy farmers.

What are the correct ways? The number one method, supply and demand. The proof is in the pudding. Look at the current prices dairy farmers are receiving. A September \$18.81 (\$18.06 Syracuse) Class I price, Suffolk county, MA, (Boston) at 3.5% bf.. At the Dairylea Cooperative annual meeting this week in Syracuse, CEO Rick Smith declared "this could be if not the best, the second best year on record for dairy farm prices." If supply and demand are allowed to work, the correct price will find its way to dairy farms. With a minor milk shortage, milk supply has finally adjusted itself to fall in line with demand, increasing the farmers receipts.

Number two, support the current Federal Order system for pricing milk. Revised on Jan. 1, 2000, the now somewhat new system is taking foothold. It is doing some good things, some not so good. One of the good things is that it is rewarding dairy farmers with higher butter fat content milk more money. One of the not so good, a serious milk drain is taking place in the Northeast Order, making it increasingly difficult to procure enough milk to satisfy demands for fluid milk, much less manufacturing needs. Some of these problems have been addressed by our board of directors and we are preparing to submit a proposal to USDA to help correct some the problems.

In October of 1997, I was asked to sit on a Task Force formed by Governor George Pataki. I, along with other dairy company representatives, dairy farmers, economists, and consumer representatives addressed the questions of ensuring family dairy farms, effects of low milk prices and adequate return on investments and labor for NY family dairy farmers among others. After one year of meeting we gave our report to the Governor. I pulled out a copy, dusted it off and reviewed what we reported. Pages 4 - 10 provided actions the Governor had already taken on behalf of dairy farmers including property and estate tax relief, farmland protection and preservation programs, major marketing efforts, the creation of agricultural districts, environment regulation relief, electricity cost reduction, tax reform and many more. On pages 11 - 31 our Task Force provided many more options that could help our rural dairy farm families including interstate cooperation, federal order consolidation, consumer education, repealing the milk price threshold law, economic development programs, one stop shopping for permits, export opportunities, new product development assistance, dairy farm transfer assistance and more support of the PRO-Dairy program just to mention a few. It showed me we've been wasting time. The Compact was just one short time idea, now it is time to move on to the others.

Marketing That Makes a Difference

Got Milk on the Menu?

Research shows that 87% of milk is consumed with meals, but only 11% of milk is consumed outside the home. That means that as more Americans eat out, milk loses out. Currently almost half of all food dollars are spent away from home. This poses a potentially huge challenge for the milk industry.

In response, the milk campaign is launching a marketing initiative to help increase the availability of milk in restaurants. "Got Milk...on your menu?" is designed to show restaurant managers that milk on the menu can increase both non-meal snack visits and profits. An informative sell sheet and video will be available later this summer.

Research conducted by the Fluid Milk Strategic Thinking Initiative (FMSTI) shows that both kids and teens say that milk with their hamburger is just as appealing as soda, and moms prefer the more nutritious choice for their children. Research has also demonstrated how much kids love chocolate milk, making it a natural choice for restaurant menus. And since parents see chocolate milk as a healthy drink, they'll want to return to restaurants where it's offered.

Another part of the milk appeal for restaurateurs is that milk is a popular choice when marketing alongside desserts and baked goods, such as cakes, cookies, donuts and pies. Promoting milk with sweets—or vice versa—drives cross-category purchases and can increase check size at the end of the meal. Look for Foodservice Sales Kits later this summer. Share the materials with your foodservice accounts and encourage restaurant owners to offer lowfat and fat-free milk options in addition to whole and 2% milks. Adding single-serve packages and flavored milks to the menu can also help drive sales.

Point of Purchase materials are available through the Milk Marketing Materials Catalog. They let consumers know that milk is available at your customer's restaurant location. Call the producer/processor hotline at (800) 945-MILK for more information.

Milk Splash, Vol. 3, No. 6/7

Doctors Say Juice Contributes to Childhood Obesity

A new policy statement released by the American Academy of Pediatrics, (AAP) points to excessive fruit juice consumption as one possible cause of America's increasing problem with childhood obesity. The statement encourages parents to watch not only what their children eat, but what they drink as well. AAP notes that parents often don't realize that fruit juice can be high in sugar and calories and low in nutritional value. While successful marketing efforts by the juice industry have led to increasing sales, the AAP recommends that fruit juice be limited to four to six ounces a day for children age 1-6, and eight ounces for children ages 7-18. Earlier this year, the AAP released a statement encouraging doctors to recommend calcium-rich foods, including milk, as part of children's dairy diets.

NYS Dairy Foods State Report

*The Association's brief look at business issues in the State Capitol
Information in part provided by The Business Council of New York State, Inc.*

Health Insurance Plan Passed by Senate; similar measure advances in Assembly

People who run their own small businesses would be able to get less expensive group health insurance plans under a plan passed by the Senate recently.

Senate bill 3795B, sponsored by Insurance Committee Chairman Senator James L. Seward (R-Otsego), includes sole proprietors in the legal definition of small groups eligible for group-rate health insurance available through chambers of commerce or trade associations. Current law limits group-rate insurance available for small businesses to those with at least two, and no more than 50 employees.

Seward estimates the bill could save an upstate self-employed business owner \$4,500 per year, and it imposes no cost on the state.

The Senate has also backed Seward's plan to give small business owners a 10 percent tax credit against the cost of their health insurance premiums. The plan was included in the Senate's budget resolution.

When the National Guard and Military Reserves are called to duty: Implications for Employers

In the wake of the Sept. 11 terrorist attacks, some national Guard units have been activated to help with rescue and cleanup efforts, and some military reserves have been called up. In light of these developments, employers should know the relevant employment laws that spell out how such call-ups will affect employers, employees and jobs.

In 1994 federal law, the Uniformed Services Employment and Re-employment Rights Act (USERRA), for example, spells out employees' rights to re-employment if they are absent from work because of service in the uniformed services.

This law, which applies to both public and private employers, specifies that most employees are entitled to re-employment as long as they give advance notice of service (unless that's impossible), have cumulative absences of less than five years, and, in most cases, apply for re-employment.

USERRA spells out how employees can seek re-employment. Those requirements vary, depending on the length of service. The law also spells out some exceptions to these re-employment rights—for example, in cases of plant closing or jobs that were originally brief and non-recurring.

The law also addresses questions related to employment benefits. For example, the law specifies that, upon re-employment, employees are entitled to all of the seniority-based benefits they had when uniformed service began, plus any additional benefits they would have accrued had they remained continuously employed. And USERRA requires all health-care plans to provide COBRA-type coverage up to 18 months. For determining pension benefits, USERRA requires employers to credit employees with years of service while the employees are on uniformed-service leave.

LEGISLATIVE UPDATE

STATE BUDGET: The state budget, now overdue since April 1, 2001 is causing major concerns with local municipalities and school districts.

With a temporary spending plan in place, the Legislature is expected to return to Albany around October 15 to continue passing contingency budget provisions.

Assemblyman William Parment, (D-Jamestown, NY) and Senator Nancy Lorraine Hoffmann, (R-Syracuse, NY) have introduced a bill in their respective houses that might provide a solution to the budget mess. Bills S535A and A8631 would push a state constitutional amendment that would enact the governor's budget in the event the legislature fails to enact a budget by April 1, the start of the fiscal year. Senator Hoffmann said "If governors knew their budget might go into effect, it would require them to submit a reasonable figure for a starting point." She continued, "Historically, governors low ball certain spending, including education, or cut favorite programs from their budget proposals in anticipation that the legislature will restore them and accept responsibility for any tax increases necessary."

In a recent meeting of the New York State Dairy Foods, Inc. Board of Directors, a vote was passed supporting both bills. Should you want a copy of the bill, please contact our office. We encourage you to contact your local legislators, encourage them to support this legislation and get on with the business of passing a budget this year.

Milk Threshold Price-Oct. 1, 2001

	<u>Gallon</u>	<u>Half Gallon</u>	<u>Quart</u>
<u>Metro Region:</u> (NYC & Counties Of Nassau, Suffolk, Rockland, Orange, Westchester, Putnam & Dutchess)	\$3.49	\$1.79	\$.93
<u>Upstate Region:</u> (Remaining Counties)	\$3.31	\$1.70	\$.89

A retailer who sells above the threshold price may be in violation of the law unless such selling price is justified as not being unconscionably excessive. Such justification includes net invoice price paid for the milk item plus actual costs incurred in handling and selling that milk item.

Be advised that the threshold price is only changed if there is a least a \$.02 per gallon (\$.023/cwt) change in the underlying price for Class I (fluid) milk from the previous month that the threshold was calculated on. Compared to the previous threshold price, which was unchanged for July, August and September 2001, October prices are up .10 cents/gal. And .05 cents/half gal. in both regions of the state. Quarts increased .02 cents in the Metro regions and .03 cents Upstate.

National Dairy News From Our Capitol

Compact...Continued from Page 1

Totaled, this would bring the number of compact states to 31. Calculating votes, assuming all 31 state U.S. Senators favored reauthorization, this would account for 62 votes in the 100 member Senate. Additionally, it would account for 163 House members, (listed as sponsors) or about 55 less than a majority.

The Compact commission is wrapping up business by transferring ownership of its administrative records and remaining assets and equipment to the Center for New England Dairy Compact Research, a not-for-profit corporation. For purposes of winding up the Commission's affairs, the transfer of assets is contingent on the Center paying the debts of the Commission and conducting a final audit of accounts.

NYS Dairy Foods, legal counsel has inquired with the Commission and advised us that processors who were responsible for making administrative payments on Oct. 15, 2001 are not required to do so.

New GAO Study—Farm to Retail Price Spread Tracks Market Conditions

In a much anticipated report, the General Accounting Office (GAO) recently released the study "Information on Milk Prices and Changing Market Structure" which has been requested by Senator's Russ Feingold (D-WI) and Senator Pat Leahy (D-VT). The study analyzes a wide variety of markets and in general found, "changes in milk prices at one level of the milk marketing chain had the tendency to translate directly to price changes at the next immediate level" for the review period. The report can be found on the GAO reports section of www.gao.gov.

WTO Panel Finds Canadian Export Subsidies Continue to Violate WTO Rules

According to a recent decision, a World Trade Organization (WTO) compliance panel has determined that Canada continues to violate WTO limits on dairy export subsidies. IDFA, NMPF and USDEC released a joint press release commending the ruling. Both the United States and New Zealand had requested another WTO ruling in response to Canada's implementation last year of new milk pricing programs at the provincial as well as federal level, after Canada lost an earlier WTO panel decision.

The ruling came as part of a "compliance" proceeding in the WTO, to re-examine Canada's system of providing milk for exported dairy at a discounted price from milk sold for domestically marketed products to determine whether it was now in compliance with the earlier WTO ruling.

In 1999, the WTO found Canada's federal system of providing dairy export subsidies resulted in its exceeding the WTO ceilings. Last year, Canada made certain changes to reduce federal program benefits, but also implemented new provincial pricing mechanisms products that shared many of the characteristics of the federal subsidies.

The critical findings by the panel were that the lower price for export milk is a payment to processors (in the form of revenue foregone to producers) that

- 1) Is "financed by virtue of government action" in that lower-priced Commercial Export Milk would not be

available to Canadian processors *but for* certain federal and provincial government actions

- a) restricting supply on the domestic milk market, obliging producers at least defacto to sell outside-quota milk for export, and
- b) obliging processors to export all milk contracted as Commercial Export Milk and penalizing diversion by processors of Commercial Export Milk into the domestic market.

As a result of its analysis of Canada's system, the compliance panel specifically found that Canada's combined system of Commercial Export Milk and of Special Milk Class 5(d) had already resulted in Canada exceeding its WTO limit for export subsidies on cheese during the current marketing year (2000/2001).

Congress Takes Action on Farm Bill; Significant House Dairy Provisions Defeated

Last week, Congress turned its attention to farm legislation, and the House of Representatives, The Senate and the White House all weighed in with view about the goals for the next farm bill. On the House farm bill, several dairy amendments were defeated and there was no inclusion to reauthorize the Northeast Interstate Dairy Compact. The House passed a farm bill, now known as the Farm Security Act of 2001, (H.R. 2646) on October 4, after two days of floor debate. The approved bill maintains dairy and sugar provisions that were passed by the House Ag. Committee in July. In addition, the House voted to defeat Rep. Bernie Sanders' (I-VT) amendment that would create a new dairy scheme, which would include a \$17.50 Class I price, national pooling provisions, new subsidies for producers that supply other classes of milk, and provisions for the creation of regional supply management programs. IDFA and other dairy groups opposed the Sanders' amendment. An amendment from Rep. Jim Walsh (R-NY) that called for a study of national dairy policy was approved.

During the farm bill debate, a sugar amendment from Reps. Dan Miller (R-FL) and George Miller (D-CA) was defeated

On Oct. 11, 2001, USDA Secretary Ann Veneman conceded that Congress will push ahead over Bush administration objections with major revisions in farm policy and promised to work with the Senate in writing legislation. "We would prefer that we have more time to complete a thoughtful farm bill, but if the leadership is going forward to try and complete a farm bill, we want to make sure that we have the appropriate input into the process," Veneman said.

Included in the passes legislation was a House provision that would extend farm and conservation assistance programs at a cost of \$170 billion over the next 10 years. The administration had appealed to the House leader to delay work on the bill, saying it was too soon after the Sept. 11 terrorist attacks to commit that much money to farm subsidies. Authors of the House bill said the administration intervened too late and provided no alternative proposals. The White House stooped short of threatening a veto but said the bill provides too little money for conservation programs and would benefit big farms that needed the help the least. "The administration is still trying to agree on how much spending levels it will support," Veneman said.

Dairy Product News

Milk Acid Could Help Prevent Breast Cancer

A national food conference has been told that a component of milk and animal fat could aid in the prevention of breast cancer.

Conjugated Linoleic Acid, or CLA, is found in the stomach of ruminant animals such as cows and to a lesser extent in beef and lamb fat.

Dr. Peter Parodi, of the Dairy Research Corporation, says studies with animals have also shown that CLA may reduce prostate cancer tumors, improve clogged arteries and have a positive effect on allergies, the immune system and non-insulin dependent diabetes.

But Dr. Parodi has told a conference in Adelaide the most exciting development is CLA's role in the prevention of breast cancer in older women.

"In post-menopausal women, those with the lowest intake of CLA had a three-fold greater risk of breast cancer compared to those with the highest intake. "That was sort of dietary but when they measured it in the blood, the blood CLA levels, those with the lowest level had a five-fold risk of breast cancer," Dr. Parodi said.

Bio-Tech Labels on Food Still Controversial

The American Society for Microbiology has stated "To label a product only because it is genetically modified would be punitive; conventional breeding techniques may also produce food or feed that is toxic or allergenic, but there is no requirement for labeling to alert the public that such a possibility exists." The American Society for Microbiology completely agrees with the FDA who have correctly determined that foods derived through biotechnology do not need special labeling rules, and that firms should be permitted to voluntarily state if a product is or isn't "biotech free."

If mandatory labeling of bio-engineered foods was put in place, it would require setting specific guidelines and standards, as well as testing, certification and enforcement procedures. The American Society for Microbiology went on to state "These requirements would impose significant cost to farmers, to food processors, and to others who would have to detect and separate genetically modified from non-genetically modified product in the field during processing and in the marketplace." It further stated, "This increased cost ultimately would be borne by the consumer."

While all agree that the consumer would benefit from knowing more about bio-engineered foods, the FDA has continued to state that there is no harm in any of the bio-engineered or biotech foods produced today.

It is, however, important that public relations and publications to the consumer be increased in order to mitigate some of the "fears" that exist today.

The American Phytopathological Society noted that the FDA's statute requires that labeling must be truthful, not misleading, and reveal material facts about the use of a product. It's recognized by the FDA and USDA that the majority of grains now being produced in the U.S. are genetically altered in one way or another. Most of the corn and soybeans produced (close to 70%) are a GMO grain.

With the blending and mixing of grains from various parts of the country, it's almost impossible for a supplier—and ultimately a manufacturer—to declare that their product is GMO-free. Organic standards state that there is no GMO or biotechnology in the food products that are certified organic. This too, is becoming more and more of a problem in that organic certification is becoming more difficult. The group told the FDA that labeling should be required if there are major changes in the composition of a food—not in the process by which the food is produced.

EPPA News Bulletin, #120

Dairy Foods Help Children Maintain Health

New research shows that calcium from dairy foods may help children maintain a health body fat percentage during the critical years of body fat development.

Researchers at the American College of Nutrition's annual symposium said this could help reduce the risk of childhood obesity, which affects one in four American children.

Researchers at the Univ. of Utah studied 50 health children between the ages of 2 and 8 years who had low calcium intakes. The researchers randomly divided the children into a dairy or non-dairy group. Both groups had similar caloric and fat intakes. The dairy group was supplemented with four servings of milk and milk group foods daily, or the equivalent of 1,200 mg. Of calcium. At the start of the study, total body fat between the two groups was similar. After six months, the children in the non-dairy group had gained more body fat, while the children in the dairy group retained similar body fat levels to what they had at the start of the study. "Our results indicate that dairy foods may be beneficial in helping children maintain their body fat levels before it begins to skyrocket out of control," said co-author Gary Chan, MD, Prof. of Pediatrics with the Univ. of Utah Hospitals and Clinics.

Calendar of Events

October 18-21, 2001 Worldwide Food Expo. McCormick Place, Chicago, IL. For more information or to register online, visit www.worldwidefood.com or call 202-371-9243.

November 30, NYS Dairy Foods, Inc. Board of Directors meeting, NY Athletic Club, Manhattan, 9:30am. Call our office to RSVP.

June 2-5, NYS Dairy Foods, Inc. & PA Assoc. of Milk Dealers Annual Convention. Nemaocolin Woodlands Resort, Farmington, PA. Watch for registration packets in early February. Visit Nemaocolin's website at www.nemaocolin.com to find out all they have to offer. Plan to make the convention, mark it on your calendar.

Dairy Market Watch

Sales Update

USDA reported that volume sales of packaged fluid milk through June 2001 were down 0.5% compared with the first six months of 2000. Whole milk and fat-free milk both showed declines through June, while lowfat and reduced-fat milk showed sales increases. Meanwhile, supermarket sales through July 15 showed a 0.4% cumulative drop in total sales compared with the first part of 2000. Flavored milk and reduced-fat milk are showing volume growth in the supermarket.

Product	June Sales vs. YAGO	Year to Date (thru April)
Whole Milk	-1.0	-1.2
2% Reduced Fat Milk	0.8	0.5
1% Lowfat Milk	1.9	0.8
Fat-Free Milk	-0.4	-2.1
Buttermilk	-3.4	-4.6
Total Fluid Milk Products	-0.1	-0.5

Region	June Sales vs. YAGO	Year to Date (thru April)
Northeast	1.6	-0.1
Appalachian	-3.1	-2.8
Southeast	1.4	-0.2
Florida	1.6	0.9
Mideast	-3.2	-4.0
Upper Midwest	-0.5	-0.2
Central	0.2	1.2
Southwest	-0.4	0.3
Ariz.-Las Vegas	2.3	2.8
Western	-1.9	-1.1
Pacific Northwest	2.0	0.8
California	0.5	-0.2

YTD Supermarket Sales, ending 7/15/01 vs. same period last year.
(Source IRI)

Total Fluid Milk	-0.4%
White	-0.8%
Whole White	-1.2%
Reduced-Fat White	1.0%
Lowfat White	-0.6%
Fat-Free White	-3.2%
Chocolate	10.2%

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Wendt's Dairy Takes First Place in Milk Judging Contest at State Fair

(Niagara falls, NY) - On Monday August 27, at the New York State Fair in Syracuse, NY, Cornell University's Department of Foods Science announced the winner of this year's highest Quality milk processor in New York State. First place in the judging went to Wendt's Dairy, a division of Niagara Milk Cooperative, Inc. located in Niagara Falls, NY. The actual judging is part of the new York State Milk Quality Improvement Program at Cornell University and sponsored by the dairy farmer funded NY Milk Promotion Order. The analytical tests are performed at Cornell. The process of selecting winners began in 1997 and is currently directed by Dr. Kathryn Boor, from Cornell and administered by the NYS Dept. of Ag. And Markets. Jim Miklinski, GM of Wendt's Dairy said, "we are very proud in receiving this award for our employees in our milk plant who work very hard every day of the year to process the best milk possible for our customers." Miklinski continued, "dealing with a perishable food product every day is not easy, that is why we've invested in the best equipment possible and do everything we can to process a super quality product."

Representatives from the NYS Dept. of Ag. & Markets visit all participating fluid milk and cottage cheese processing plants in NY State twice a year, and collect processed whole, reduced-fat, low-fat and fat-free milk products for very rigorous analyses. These analyses include microbiological analyses (measurement of bacteria numbers), chemical analyses (determination of vitamin fortification levels) - and most importantly, from the consumers perspective, flavor, at 1,7,10 and 14 post-processing. Second place in this year's contest went to Upstate Farms of Rochester. Third place went to Crowley Foods, Binghamton, NY.

Dir. of Food Processing and Development Lab Wanted:

The Food Processing and Development Lab (FPDL) is a large pilot plant in the Dept. of Food Science at Cornell Univ. in Ithaca, NY. It is equipped with a variety of state-of-the-art pilot scale food processing equipment, eleven walk-in environmental chambers, laboratories for food chemistry, analysis and instrumentation and a machine shop. The mission of the facility is to provide support of the teaching, research and extension programs of the Institute of Food Science and to provide research and development support to the food processing industry of NY. The responsibilities of this position are to oversee the daily operation and maintenance of the Food Processing and Development Lab, supervise tech. staff, and students, provide assistance to faculty, staff and external clients with equipment operation and process development, assure compliance with all safety and sanitary rules and regulations, and oversee the financial aspects of the FPDL, including monthly reports, client recruitment and billing, annual financial statements, and fundraising. Requirements: Masters degree or equivalent and experience with pilot plant processes and equip. operation. Send letter of application to David P. Brown, Cornell Univ., Dept. of Food Science, Stocking Hall, Ithaca, NY 14853. Phone: (607) 255-4536 or email dpb1@cornell.edu.

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QUESTION OF THE MONTH

Question: We have a 24/7 operation. During an interview, when I told an applicant that she would be required to work on alternating Saturdays and Sundays, she said that her religion prevents her from working Saturdays. Must I accommodate her?

Answer: Unless it would cause unreasonable hardship, accommodation of religious practices of employees and applicants is required. You should inquire into the nature and sincerity of the beliefs, consider possible accommodations and their burdens, and offer an accommodation unless it causes undue hardship. Remember, you are only required to offer a reasonable accommodation. You are not required to accept a specific alternative.