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A. Education

1989 M.A. Labor Studies, Rutgers, The State University of New Jersey
1987 B.A. Political Science, Richard Stockton State College of New Jersey

B. Professional Experience

7/15-Present **Rutgers, SMLR, Labor Studies and Employment Relations Dept.**
Assistant Professor of Professional Practice – Teaching undergraduate courses including:
Intro to Labor and Employment Relations
Current Labor Problems
Latino Workers in the U.S.
History of Labor and Work in the U.S. 1880-1945
Occupational Safety and Health (online).

Director, Occupational Training and Education Consortium –Grant writing, grant administration, outreach and coordination with employers, unions, worker centers, advocacy, and community-based organizations.

Extension/Service – Executive Board Treasurer, New Jersey Communities United; Executive Board Recording Secretary, New Jersey, Work Environment Council (WEC); advisor to Protect NJ Workers Coalition; and long-time advisor/co-founding member of New Labor.

3/06-6/15 **Rutgers, SMLR, Labor Studies and Employment Relations Dept.**
Co-Director, Occupational Training and Education Consortium – Responsibilities: Curriculum and grant writing, participatory research projects, job skills training, and facilitation of OSH labor-management committees; Teaching undergraduate courses including Intro to Labor and Employment Relations, Current Labor Problems, and Development of the Labor Movement II.

1/02-2/06 **Rutgers, SMLR, Labor Studies and Employment Relations Dept.**
Curriculum Coordinator, Occupational Training and Education Consortium – Responsibilities: Curriculum and grant writing, and facilitation of OSH labor-management committees.

4/01-12/01 **Communications Workers of America (CWA), Youth Transition to Work (YTTW) Apprenticeship Program**
Consultant – Responsibilities: Career development and entry-level job skills training, curriculum development, desktop publishing and outreach/recruitment of high schools, vocational schools, and employers.

7/99-12/01 **New Labor**
Director of Education - Responsibilities: Coordinated basic entry-level job skills training programs, developed site specific training programs for client firms, desktop publishing, and grant writing.

- 4/98-4/00 **Amtrak and Brotherhood of Maintenance of Way Employees**
Consultant - Responsibilities: Developed compliance training program for Roadway Worker Protection, facilitation of joint labor-management committee meetings, curriculum development for *Amtrak Service Success 2000* training program.
- 5/94-6/99 **New Jersey State Industrial Union Council**
Director of Training and Education and Co-Project Director of the Rutgers/Industrial Union Council, Occupational Safety and Health Education Project (OSHEP) - Responsibilities: Coordinating/consulting with unions and employers on joint safety and health training; Writing site-specific curriculum for unions and employers; Organizing, recruiting, and facilitating joint labor-management sponsored training programs.
- 5/93-4/94 **Cornell University, New York School of Industrial and Labor Relations, Construction Industry Program**
Associate Director - Responsibilities: Developing, designing and delivering educational and training programs for national building and construction trades unions along with providing technical assistance to building and construction trade union leaders on such issues as organizing, training and education, and strategic planning.
- 9/92-4/93 **Rutgers University, Institute of Management and Labor Relations, Department of Labor Education**
Part-time Faculty.
- 9/92-4/93 **New Jersey Work Environment Council**
Consultant - Responsibilities: Research and development of fact sheets for workshops; organizing “Jobs and the Environment” conferences in New Jersey; training trainers.

C. Extension/Community Service

COVID-19 Training 2020-21

In response to the pandemic, Rutgers OTEC, in partnership with the **Protect NJ Workers Coalition** – a statewide union, worker-center, advocacy, and community-based coalition – created the **COVID-19 Workplace Health and Safety Training Program**. The project was funded by NJ DOL grants (through the federal CARES ACT) as well as a grant from the Robert Wood Johnson Foundation. The program educated, empowered, and increased COVID-19 community awareness among workers and residents in some of the hardest hit and hardest to reach communities through training, social messaging services/social media, as well as door knocking and other socially distanced forms of engagement that included distribution of factsheets and flyers to promote the program and training opportunities.

The project reached thousands and trained over 4,500 workers and provided them with more than 10,000 hours of training.

Susan Harwood Training Grants 2020-2021

OTEC

The OTEC, OSHA Susan Harwood, **Hospitality and Food Processing Worker Health and Safety Project** targeted low-wage Spanish and English-speaking workers employed by restaurants, fast-food franchises, hotels/motels and light manufacturing/food processing facilities. In Year-3 of the project we provide over 1,000 hours of training to nearly 400 workers, managers and supervisors and peer trainers. This project supported the development of English and Spanish-speaking peer trainers in the targeted industries. The year-3 award of \$135,000 was the final year of the project.

New Labor

New Labor's OSHA Susan Harwood, Warehouse and Light Manufacturing Targeted Topics Training grant provide a total of 1,300 hours of training to 425 workers.

Executive Boards and Advisory Roles 2020-2021

Executive Board of the New Jersey Work Environment Council (WEC). WEC is an alliance of labor, community, and environmental organizations working together for safe, secure jobs, and a healthy, sustainable environment. WEC links workers, communities, and environmentalists through training, technical assistance, grassroots organizing, and public policy campaigns to promote dialogue, collaboration, and joint action. Formed in 1986, WEC is the nation's oldest state labor/environmental (or "blue/green") coalition.

Executive Board of NJ Communities United (NJCU). NJUC works to ensure that everyone has access to the American Dream by amplifying the voices of low- and moderate-income communities, communities of color, and immigrant Americans through collective action. NJUC develops the capacities essential to hold government and corporations accountable, improve the health of families, the economy and environment, and reform our public schools, workplaces, and financial institutions.

Co-founding Member/Advisor to New Labor. Activities include assisting with grant writing, strategic planning, and staff development. New Labor operates three "centers" in New Brunswick, Lakewood, and Newark NJ, and has a reach that extends through Hudson, Bergen, Essex, Morris, Union, Middlesex, Somerset, Monmouth, and Ocean Counties. New Labor is a local leader in the national campaign for just and humane immigration reform, and an important local/state player in pushing for policies that respect immigrant families and unite our communities. In the workplace New Labor has empowered workers to recover hundreds of thousands of dollars in unpaid wages, cleaned up dangerous health and safety conditions, and encouraged/supported workers to exercise their rights at work and in their communities. Through its educational programs New Labor has reached thousands of workers who have participated in trainings on topics ranging from workplace health and safety regulations to the perils of domestic abuse.

Advisor to Protect NJ Workers Coalition. Activities include working with the coalition on health and safety and other workplaces issues that they and their members are currently engaged as we enter the third year of the pandemic. The Protect NJ Workers Coalition is a statewide union, worker-center, advocacy, and community-based project that grew out of the need to protect workers and their communities from workplace exposures to the COVID-19 virus.

D. Selected Peer-Reviewed Publications

Forst L, Ahonen EQ, Zaroni J, Holloway-Beth A., Ochsner M, A. Kimmel L., Martino C, Rodriguez E., Kader A., Ringholm E., and Sokas R. 2013. *More than Training: Community Based Participatory Research to Prevent Injuries in Hispanic Construction Workers.* American Journal of Industrial Medicine. Article first published online: 26 MAR 2013, DOI: 10.1002/ajim.22187

Ahonen EQ, Zaroni J, Forst L, Ochsner M, Kimmel L, Martino C, Ringholm E, Rodríguez E, Kader A, Sokas R. *More than training: Evaluating goals large and small in worker health protection using a participatory design and an evaluation checklist.* New Solutions Journal of Environmental and Occupational Health Policy.

Ochsner, M., Marshal E., Kimmel, L, Martino, C., Pabelon, M., and Rostran, 2012. *Beyond the Classroom—A Case Study of Immigrant Safety Liaisons in Residential Construction.* New Solutions: Journal of Environmental and Occupational Health Policy (special issue on training).

Gonos, G. and Martino, C., 2011. *Temp Agency Workers in New Jersey's Logistics Hub: The Case for a Union Hiring Hall.* Working USA, The Journal of Labor and Society, Volume 14, December 2011, pp.499-525.

Williams Q., Ochsner M., Marshall, E, Kimmel L., Martino C., Cunningham R. *The Impact of a Peer-led Participatory Health and Safety Training Program for Latino Day Laborers in Construction.* Journal of Safety Research, 2010; 41:253-261 PMID: 20630277

Ochsner, M, E Marshall, L Kimmel, C Martino, R Cunningham, and K Hoffner, 2008. *Immigrant Day Laborers in New Jersey: Baseline Data from a Participatory Research Project.* New Solutions: Jobs Environment and Occupational Health Policy 18 (1): 57-76. PMID: 18375371

E. Selected Curriculum

The NJ COVID 19 Workplace Health and Safety Project, 2021. A revised and updated online synchronous/asynchronous awareness-training program designed for low wage and essential workers.

The NJ COVID 19 Workplace Health and Safety Project, 2020. An online synchronous/asynchronous awareness-training program designed for low wage and essential workers.

The Michael Foods Health and Safety Workbook, 2019. A site-specific awareness-training workbook designed for Michael Foods Elizabeth NJ production facility.

Hospitality and Food Processing Health and Safety Workbook, 2018. An awareness-training workbook for restaurants, fast-food and food processing establishments. The trainings are led by New Labor and OTEC worker trainers.

Machine Hazards Health and Safety Workbook, 2017. An awareness-training workbook for general industry and temp workers. The trainings are led by New Labor worker trainers.

The Low Wage Worker Health and Safety Workbook, 2016. An awareness-training workbook for low-wage workers including restaurant, cleaning, warehouse, light manufacturing and temp workers. The trainings are led by New Labor worker trainers.

The Warehouse, Light Manufacturing Health and Safety Workbook, 2013. An awareness-training workbook for warehouse, light manufacturing, and temp workers. The trainings are led by New Labor worker trainers.

The Rutgers Nursing Home Collaborative: Enhancing Staff Engagement through Team Based Training, 2012. With a focus on critical thinking and team-based problem solving, the program is designed to encourage improved lines of communication between frontline staff and management.

Child Development, Trauma, and the Brain: The DYFS NJ Mental Health Screening Program, 2011. The training enhances social worker knowledge of the risks associated with trauma and early childhood development.

The Building and Bridges Discussion Guide: Addressing the Practical and Emotional Needs of Cancer Survivors, 2010. The training is designed to increase frontline staff awareness of the needs of cancer survivors as they move through recovery.

Pennsylvania Federation, BMWED-IBT, Local Lodge Activist Training Program, 2009. The training is designed to engage new members and provide them with basic knowledge of the contract and their rights under the agreement.

Systems of Safety and Hazard Communications, 2008. The training is for frontline managers and is designed to promote joint management and labor participation in conducting accident investigations.

The Night Shift Health and Safety Workbook, 2007. A 4-hour awareness training for frontline staff.

The Day Laborers Construction Health and Safety Workbook, 2006. A 24-hour industry specific workbook developed for New Labor's Day Laborer's Organizing Project.

Health Care Strategic Planning for Health & Safety Committees, 2006. The manual includes eight hours of training for creating, restarting and maintaining effective joint labor management health and safety committees.

Employee Health & Safety Awareness Training Workbook, 2004. A site-specific workbook developed for Merrill Corporation's 8-hour general awareness training program.

The Rutgers OTEC/New Labor, OSHA 10 Training Manual, 2004. Based on the Rutgers, Occupational Training and Education Consortium's general *Health and Safety Workbook*, the manual includes ten learning activities that are designed to meet the requirements for OSHA's ten-hour certification program.

The Rutgers OTEC/New Labor Emergency Response Preparedness Workbook, 2004. Based on the Rutgers, Occupational Training and Education Consortium's general Health and Safety Workbook, the Emergency Response Preparedness Workbook includes OSHA approved training modules for use in the Latino Occupational Safety and Health Initiative's (LOSHI) Emergency Response and Preparedness Training Program.

Pollution Prevention / Environmental Health and Safety Workbook, 2004. A site-specific workbook developed for Crompton Corporation and PACE Local 2-397.

F. Selected Research Support

*An Evaluation of the Efficacy of Safety Liaisons among Vulnerable Workers in Residential Construction: A five-year project funded by the Center for Construction Research and Training (CPWR)/NIOSH *consortium. (Co-I) A CBPR project with a community-based organization and support network of safety liaisons for vulnerable residential construction workers.*

Rutgers Nursing Home Learning Collaborative. Developed curriculum and facilitated a series of workshops for nine cross-disciplinary teams from central NJ nursing homes to support their understanding of work environment practices and quality improvement strategies. Funded through the Johnson and Johnson Corporate Foundation (2008-13).

More than Training: Community Based Participatory Research to Reduce Injuries Among Hispanic Construction Workers. In collaboration with researchers at the University of Illinois Chicago School of Public Health, the NIOSH funded project adapted and disseminate the OTEC/New Labor OSHA 10 curriculum to more than 10 worker centers around the country and evaluated the impact of this intervention (July 2008-June 11) (Co-I).

Latino Occupational Safety and Health – Construction: A five-year project—funded by the Center to Protect Workers Rights/NIOSH Consortium—to develop and evaluate the impact of a participatory, peer to peer, construction health and safety training for Latino day laborers implemented in six New Jersey locations (2004 – 09) (Co-I).

Rutgers, OTEC Latino Occupational Safety and Health Initiative's Day Laborer's Residential Construction Fall Prevention Health and Safety Training Program: A grant from the OSHA Susan Harwood Grant grants program (2006). OTEC partnered with New Labor on the grant.

G. Grants

COVID-19 Health and Safety Project (P.I.) Updated Online synchronous and asynchronous and in-person COVID-19 awareness training that targeted low-wage and “essential” workers.	CARES Act/NJ Treasury/NJ DOL	2021	\$500,000
COVID-19 Health and Safety Project (PI) Developed online synchronous and asynchronous and in-person COVID-19 awareness training that targeted low-wage and “essential” workers in the last quarter of 2020.	CARES Act/NJ Treasury/NJ DOL	2020	\$400,000
COVID-19 Health and Safety Project (PI) Provided resources that sustained the OTEC COVID-19 Health and Safety Training Program during the first and second year of the pandemic.	Robert Wood Johnson Foundation	2020-21	\$125,000
Hospitality and Food Processing Health and Safety Project (PI) Three year “capacity building” grant that targeted low-wage Spanish and English-speaking workers employed by restaurants, fast-food and light manufacturing/food processors.	U.S. DOL (OSHA) Susan Harwood Training Grant	2018-21	\$448,000
Machine Hazards Health and Safety Project (PI) Targeted low-wage Spanish and English-speaking workers employed in general industry.	U.S. DOL (OSHA) Susan Harwood Training Grant	2017-18	\$155,000
Low-Wage Worker Health and Safety Project (PI) Targeted low-wage Spanish and English-speaking workers employed by restaurants, cleaning service contractors and sub contractors and light manufacturing/food processors.	U.S. DOL (OSHA) Susan Harwood Training Grant	2016-17	\$148,000
Low-Wage Worker Health and Safety Project (PI) Targeted low-wage Spanish and English-speaking workers employed by restaurants, cleaning service contractors and sub contractors and light manufacturing/food processors.	U.S. DOL (OSHA) Susan Harwood Training Grant	2015-16	\$165,000
Warehousing and Light Manufacturing Health and Safety Project (Co-I) Targeted low-wage Spanish-speaking workers and English and Spanish-speaking light manufacturing, warehouse and temporary staffing agency managers and employers for four to 15 hours of health and safety training.	U.S. DOL (OSHA) Susan Harwood Training Grant	2011-15	\$693,000
An Evaluation of the Efficacy Of Safety Liaisons among Vulnerable Workers in Residential Construction (PI)	National Institute for Occupational Safety and Health (NIOSH)/Center for Construction Research and Training	2009-14	\$750,000

Collaborated with New Labor and a newly chartered LIUNA local union, to train and support a network of safety liaisons for vulnerable residential construction workers and evaluate the impact of the intervention.

Rutgers Nursing Home Learning Collaborative: Using Quality Improvement Strategies to Recruit and Retain Direct Care Workers Johnson and Johnson 2008-13 **\$177,000**
– Rutgers U. Block Grant

(Co-I)
Wrote curriculum for learning collaborative cross-disciplinary teams from central NJ nursing homes. The goal was to enhance their understanding of work environment practices and quality improvement strategies through a series of workshops and onsite activities.

More than Training: Workers' Rights Centers Empowering Hazard Awareness Response University of Illinois Chicago/ NIOSH 2008-11 **\$270,000**

(Co-I)
Collaborated with researchers at the UIC School of Public Health to edit, update and disseminate the OTEC/New Labor OSHA 10 curriculum to more than 20 worker centers around the country.

Latino Occupational Safety and Health – Construction Project Center to Protect Workers Rights/NIOSH 2004-09 **\$750,000**

(Co-I)
Wrote curriculum and advised staff on training and train-the-trainer programs for Latino day laborers in New Jersey.

Safety and Health Management Systems for Small and Medium Sized Business Safety Project U.S. DOL (OSHA) 2008-09 **\$105,000**
Susan Harwood Training Grant

(Co-I)
Wrote curriculum and delivered training for English and Spanish language 6-hour training focused on systems of safety.

Third Shift Sanitation and Maintenance Health and Safety Project U.S. DOL (OSHA) 2007-08 **\$90,000**
Susan Harwood Training Grant

(Co-I)
Developed curriculum and delivered training for English and Spanish language 6-hour training for night shift sanitation and maintenance workers.