

## **Carmen Martino**

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## **Curriculum Vitae**

### **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 and Co-Director, Occupational Training and Education Consortium* – Responsibilities: Teaching undergraduate courses including Intro to Labor and Employment Relations, Current Labor Problems, Latino Workers in the U.S., and Development of the Labor Movement II; OSH curriculum and grant writing; and PI/Co-PI on training and participatory research projects.
- Extension/service responsibilities include: Executive Board and Treasurer, New Jersey Communities United; Executive Board Recording Secretary, New Jersey, Work Environment Council (WEC); 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. Current Projects

### Susan Harwood Training Grants 2015-16

I am the PI for the new OTEC/New Labor, OSHA Susan Harwood, Low-Wage Worker Safety and Health Project. This is a capacity building grant for low-wage Spanish and English speaking workers employed by restaurants, cleaning service contractors and sub contractors and light manufacturing/food processors. The project will provide a total of 1,800 hours of training to 370 workers, managers and supervisors and peer trainers. This project will support the development of English and Spanish-speaking peer trainers in the targeted industries. The year-1 award of \$165,000 can be renewed for up to three more years.

I also co-wrote New Labor's OSHA Susan Harwood, New Jersey Residential Construction Health & Safety Project grant proposal. New Labor was awarded the grant and it will provide a total of 1,197 hours of training to 1,530 workers, contractors and subcontractors.

Finally, I served as an advisor to the Western North Carolina Workers' Center (NCWC) in helping them develop their Harwood proposal to provide health and safety training to poultry workers. The project was funded and in January, I will be traveling to North Carolina to assist the NCWC with their first Train-the-Trainer program.

### New Labor Temp Worker Documentary and Mobile Mural Project

Temp workers in New Brunswick struggle to make a living and lead a dignified life. They struggle to be visible and have a voice in their communities. The goal of the New Labor Temp Worker Documentary and Mobile Mural Project is to empower low-wage temporary workers in New Brunswick through a documentary and public art project that celebrates their lives and contributions. Working with Amber Art and Design, the Rutgers School of Communications, and the Media Mobilizing Project, the New Labor Temp Worker Documentary and Mobile Mural Project is creating a process where low-wage temp workers can share their history, tell their stories of struggle and articulate their demands to be recognized and respected by their employers.

In addition to developing the original idea for the project, I also co-wrote two of the grant proposals (Abelard and Left Tilt) that are funding the project. The plan is to have the documentary and mobile murals completed by the end of June 2016. I am currently playing the role of advisor and coordinating various aspects of the project.

### **New Labor/USW Partnership**

In February of this year, I initiated a conversation between John Shinn, the Director of USW District 4, and Lou Kimmel, the Executive Director of New Labor. The conversation resulted in follow up meetings that I facilitated and I am happy to report that New Labor and USW District 4 have forged a partnership that has resulted in the chartering of a new Steelworkers Local Union that will represent temps and other low wage workers throughout New Jersey. In addition to chartering a new local, the Steelworkers have agreed to fund the hiring of a Director of Organizing for New Labor. New Labor and USW District 4 have also been invited to apply for a LIFT Fund grant that will fund the hiring of a full-time strategic research. The Director of Organizing and Strategic Researcher will be members of the newly chartered local, which currently represents and is lead by the staff of New Labor.

I am currently working with representatives of USW District 4, New Labor and the leadership of the newly chartered local (it will have a local union number in the next few weeks) to develop a strategic organizing plan.

### **D. Selected Peer-Reviewed Publications**

Forst L, Ahonen EQ, Zanoni J, Holloway, Ochsner M, A. Kimmel L., Martino C, Rodriguez,E. Kader A., Ringholm, E, and Sokas R. Adam Kader, Elisa Ringholm and Rosemary Sokas. 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, Zanoni 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. (forthcoming, *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 Warehouse, Light Manufacturing Health and Safety Workbook*, 2013. An awareness-training workbook for warehouse, light manufacturing and temp workers. The trainings are lead 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

Low-Wage Worker Health and Safety Project (P.I.)	USDOL OSHA Susan Harwood Training Grant	2015-16	\$165,000
Targets low-wage Spanish and English speaking workers employed by restaurants, cleaning service contractors and sub contractors and light manufacturing/food processors.			
Warehousing and Light Manufacturing Health and Safety Project (Co-I)	USDOL OSHA Susan Harwood Training Grant	2011-15	\$693,000
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.			
An Evaluation of the Efficacy Of Safety Liaisons among Vulnerable Workers in Residential Construction (P.I.)	National Institute for Occupational Safety and Health (NIOSH)/Center for Construction Research and Training	2009-14	\$750,000
Worked 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.			

<p>Rutgers Nursing Home Learning Collaborative: Using Quality Improvement Strategies to Recruit and Retain Direct Care Workers (Co-I)</p>	<p>Johnson and Johnson – Rutgers U. Block Grant</p>	<p>2008-13</p>	<p>\$ 177,000</p>
<p>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.</p>			
<p>More than Training: Workers' Rights Centers Empowering Hazard Awareness Response (Co-I)</p>	<p>University of Illinois Chicago/ NIOSH</p>	<p>2008-11</p>	<p>\$ 270,000</p>
<p>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.</p>			
<p>Latino Occupational Safety And Health – Construction Project (Co-I)</p>	<p>Center to Protect Workers Rights/NIOSH</p>	<p>2004-09</p>	<p>\$750,000</p>
<p>Wrote curriculum and advised staff on training and train-the-trainer programs for Latino day laborers in New Jersey.</p>			
<p>Safety and Health Management Systems for Small and Medium Sized Business Safety Project (Co-I)</p>	<p>U.S. DOL (OSHA) Susan Harwood Training Grant</p>	<p>2008-09</p>	<p>\$105,000</p>
<p>Wrote curriculum and delivered training for English and Spanish language 6-hour training focused on systems of safety.</p>			
<p>Third Shift Sanitation and Maintenance Health and Safety Project (Co-I)</p>	<p>U.S. DOL (OSHA) Susan Harwood Training Grant</p>	<p>2007-08</p>	<p>\$ 90,000</p>
<p>Developed curriculum and delivered training for English and Spanish language 6-hour training for night shift sanitation and maintenance workers.</p>			