Appendix J. Depiction of Problem Narrative Constructed by Employer Interest Groups

**Government Programs and Requirements**
- Administrative, wage and benefit requirements in guest worker programs
- Enforcement policies
- Worker authorization policies

**Worker Practices and Preferences**
- Domestic workers are unwilling because of culture and characteristics of American workforce and because of nature of ag work
- Foreign workers are willing because ag work is an opportunity to improve their lives and because they possess necessary skills and stamina

**Burdensome High Wages and Benefits Provided to Workers**
- Because of gov't requirements
- Attempt to attract more workers

**GOOD WORKERS UNABLE TO BE EMPLOYED LEGALLY BECAUSE OF IMMIGRATION STATUS**

**HIGH PERCENTAGE OF WILLING WORKERS LACKING CITIZENSHIP OR WORK AUTHORIZATION**

**AGRICULTURAL LABOR SHORTAGE**
Appendix K. Depiction of Problem Narrative Constructed by Worker Interest Groups

Inadequate Government Protections and Enforcement
- Wage and hour standards
- Immigration status and work authorization policies
- Public benefits eligibility
- Collective bargaining rights
- OSHA standards
- Guest worker protections

Employer Practices and Preferences
- Discrimination against domestic workers
- Use of guest worker programs
- Use of labor contractors
- Blacklisting
- Wages paid and working conditions provided
- Efficiency of hiring practices

Farmworkers have weak labor and health protections

High % of workers lacking citizenship or work authorization

Worker fear of blacklisting, deportation & employer retaliation

Lack of worker organizing / assertion of rights

Unemployment & underemployment of available workers

Low retention of workers in agriculture

Low Wages And Difficult/ Dangerous Working Conditions In Agriculture
Bibliography


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CURRICULUM VITAE

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PERSONAL DATA

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EDUCATION AND TRAINING

Doctor of Philosophy (PhD), March 2016 (expected)
Health Policy and Management, specialization in Social Policies and Health
Johns Hopkins Bloomberg School of Public Health, Baltimore, MD

Master of Public Health (MPH), May 2010
Specialization in Global Environmental Sustainability and Health
Johns Hopkins Bloomberg School of Public Health, Baltimore, MD

Bachelor of Arts (BA) in Anthropology, June 2006
University of Chicago, Chicago, IL

PROFESSIONAL EXPERIENCE

Consultant, February 2015 - present
United Food and Commercial Workers Western States Conference
Research and develop legislative framework and strategy for UFCW. Initiate and build partnerships with other policy stakeholders to further legislative agenda.

Consultant, May 2015
Seedco
Research, organize and write a government grant application that if successful, will award $500,000 for activities improving access to and enrollment in health insurance among racial/ethnic minorities, refugees and economically and environmentally disadvantaged populations in the Baltimore area.

Public Health Practice Doctoral Trainee, June-August 2015
United States Health and Human Services Administration
Participate in program to address the nation’s critical need for well-trained public health professionals through support and mentoring of a diverse cohort of future leaders committed to public service careers in fields with a severe shortage.
Independent Researcher, February 2015 – September 2015  
*Food Chain Workers Alliance*

Research OSHA and labor law violations for a report on Walmart’s impacts on small farmers, published in June 2015. Interview relevant stakeholders for same report.

U.S. Senate Intern, August 2012-May 2013  
*U.S. Senate Subcommittee on Children and Families, Office of Senator Barbara Mikulski*

Support subcommittee staff in current and pending legislation activities through research and production of materials for distribution to senators and staff.

CLF-Lerner Fellow, August 2011-present  
*Center for a Livable Future (CLF), Johns Hopkins Bloomberg School of Public Health*

Serve as resource for issues pertaining to public policy, Cuba’s agriculture system, and community food assessments. Coordinate monthly journal club on food system issues for CLF fellows and staff. Contribute to CLF blog on various relevant food system topics. Participate in skills training for leadership and public speaking.

Graduate Research Assistant, August 2011-present  
*Lainie Rutkow, Department of Health Policy and Management, Johns Hopkins Bloomberg School of Public Health*

Provide assistance as needed for research projects. Co-author scholarly publications.

Graduate Research Assistant, August 2009-May 2010; August 2011-present  
*Center for a Livable Future (CLF), Johns Hopkins Bloomberg School of Public Health*


Senior Research Program Coordinator, June 2010-July 2011  
*Center for a Livable Future (CLF), Johns Hopkins Bloomberg School of Public Health*

Analyzed data and co-authored scholarly publications and responses to proposed federal regulations. Aided in design, execution, analysis, and reporting in study of Baltimore City farmers markets accepting EBT cards (food stamps). Analyzed and presented data results from community food assessment surveys. Researched optimal program evaluation frameworks for food, agriculture and nutrition projects in Baltimore City. Researched and reported on Cuba’s sustainable agriculture system.

Program Coordinator and Special Assistant, May 2008-May 2009  
*The Center for Global Health and Economic Development (CGHED), The Earth Institute at Columbia University (EI), New York, NY*

Managed and facilitated CGHED operations. Monitored and controlled funding of EI international health initiatives. Wrote grant and gift proposals, reported on grant activities and spending. Planned and coordinated semi-annual meetings of the International Advisory Panel to the National Rural Health Mission of India, held in New Delhi with the Minister of Health and his cabinet. Researched subjects relevant to program work,
including international health systems, telemedicine, health care economics, poverty and geography. Supported national and international collaborations with other institutions, including ministries of health, the United Nations, the private sector, and NGOs. Facilitated new hires and the renewal of appointments.

**Clinical Assistant II**, July 2007- May 2008  
*Memorial Sloan-Kettering Cancer Center, New York, NY*  
Managed and oversaw clinic for Chief of Orthopedics. Improved clinic flow to maximize efficiency and patient satisfaction via regular scheduling template maintenance. Oversaw patients’ care by ensuring completion of tests, scans, chemotherapy, pre-surgical testing and surgery. Mentored junior employees and created training manuals for employees in Orthopedics.

**Clinical Assistant I**, August 2006-July 2007  
*Memorial Sloan-Kettering Cancer Center, New York, NY*  
Coordinated cancer patients’ care. Verified labs for chemotherapy patients. Engaged in direct patient interaction. Acquired knowledge and experience in departments of Chemotherapy, Endocrinology, Orthopedics, Pain and Palliative Care, Cardiology, Urology and Rehabilitation.

**TEACHING EXPERIENCE**

*Johns Hopkins Bloomberg School of Public Health*

**Public Health Practice**, March 2014-June 2015  
*Teaching Assistant*  
Address student questions about course materials, assist in running LiveTalk sessions, grade student assignments, and provide general support to course faculty as needed.

**Introduction to Methods for Health Services Research and Evaluation**,  
February 2014 – May 2014  
*Teaching Assistant*  
Address student questions about course materials, assist in running LiveTalk sessions, grade student assignments, and provide general support to course faculty as needed.

*Teaching Assistant*  
Address student questions about course materials, grade student assignments, and provide general support to course faculty as needed.

**Public Health Agencies: Law, Policy and Practice**, March 2013-May 2013  
*Teaching Assistant*  
Address student questions about course materials, grade student assignments, and provide general support to course faculty as needed.
Public Health and the Law, January 2013-March 2013
Teaching Assistant
Address student questions about course materials, grade student assignments, and provide general support to course faculty as needed.

Food Production, Public Health and the Environment, October 2012-December 2012
Teaching Assistant
Address student questions about course materials, assist in running LiveTalk sessions, grade student assignments, and provide general support to course faculty as needed.

“Baltimore City Community Food Assessments”
Guest Lecturer
For: Environmental Health and Community Outreach Seminar, Johns Hopkins Bloomberg School of Public Health, Feb. 2011

“The Farm Bill: Challenges to Sustainable Public Health”
Guest Lecturer
For: Occupational and Environmental Health Divisional Seminar, Johns Hopkins Bloomberg School of Public Health, Sept. 2010
Also For: Sustainability Seminar, Johns Hopkins Bloomberg School of Public Health, April 2010

“Cuba: Lessons in Surviving Peak Oil”
Guest Lecturer
For: Sustainability Seminar, Johns Hopkins Bloomberg School of Public Health, April 2010, April 2011, Nov. 2011

PUBLICATIONS

Journal Articles (peer-reviewed)


**PRESENTATIONS AND POSTER SESSIONS**

Rodman S. *The Results of the Clifton Park Community Food Assessment*. Digging for Data: The Results of the Clifton Park Community Food Assessment Baltimore, MD, August 2010

Rodman S, Kurtz-Nicholl J. *Systemic support for urban agriculture: lessons from Cuba*. Food and Agriculture Under the Big Sky, Missoula, MT, June 2011

Annual Ethnobotanical Symposium for the Appalachian Center for Ethnobotanical Studies. June 2011


Rodman S, Rutkow. *Allowing disabled individuals to purchase prepared foods with SNAP benefits: Helpful or harmful?* Annual Meeting of the American Public Health Association San Francisco, CA, October 2012

Rutkow L, Pomeranz J, Rodman S. *Evolving Use of Law by Industries within the Food System*, Annual Meeting of the American Public Health Association San Francisco, CA, October 2012


Rodman SO. Identifications and characterization of state wage and hour laws for farmworkers. American Public Health Association’s 143rd Annual Meeting and Expo, Chicago, IL. November 2015

PROFESSIONAL ACTIVITIES

Academic Policy and Admissions Committee Student Representative, June 2012-May 2013
Department of Health Policy & Management, Johns Hopkins Bloomberg School of Public Health

Research Associate, 2011-2014
The Johns Hopkins Environment, Energy, Sustainability and Health Institute

Health Policy & Management Departmental Representative, Oct. 2011-June 2012
Student Assembly, Johns Hopkins Bloomberg School of Public Health

Baltimore City Master Gardener, June 2011

Delegate, January 2011
Natural Environmental and Ecological Management Sustainable Agriculture Delegation, Cuba

Committee Member, Oct. 2010-present
The Real Food Farm, Baltimore, MD

Society Membership

American Public Health Association, August 2012—present
Agriculture and Human Values Society, June 2011—present
Community Greening Resource Network, May 2011—present
HONORS AND AWARDS

Johns Hopkins Center for a Livable Future Doctoral Fellowship, August 2011-present

U.S. Health and Human Services Administration Public Health Practice Doctoral Trainee, Summer 2015

Delta Omega, Public Health Honor Society, May 2010

U.S. Health Resources and Services Administration Training Grant, 2009

Memorial Sloan-Kettering Above and Beyond the Call of Duty Award, March 2007

Phi Beta Kappa Honor Society, June 2006

ADDITIONAL INFORMATION

**Computer Skills:** NVivo10, HyperResearch, Atlas.ti, STATA, Arc GIS, E-Medical Records, Cadence, Clinical Information Systems, Department Advanced Reporting and Tracking System, Microsoft Office