

MassCOSH

Massachusetts Coalition for Occupational Safety & Health



MassCOSH

FOUNDED: 1976

CURRENT ORGANIZATION BUDGET: \$877,000

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MassCOSH mobilizes Massachusetts's most vulnerable workers to end dangerous work conditions, organize for safe and secure jobs, and advocate for healthy communities. Since 1976, MassCOSH has engaged over 20,000 community members in the political process, resulting in state-level policies to improve workplace conditions and protect workers and families.

MassCOSH offers four core programs that provide training, technical assistance, and resources to traditionally under-represented workers, including immigrants, young people, low-wage earners, emergency response and hazardous waste workers, and families of fallen workers.

- Across the US, an estimated 50,000 workers die each year from occupational illness. In 2013, there were 78,000 cases of non-fatal worker illness and injury in Massachusetts. This year, over sixty men and women suffered fatal injuries at work in Massachusetts.
- MassCOSH's impact includes 10+ successful worker-led legislative campaigns that resulted in new laws to protect working families, including protections for teen workers, a groundbreaking law to halt temporary worker exploitation, a ban on a deadly floor finishing chemical, and EPA-recognized environmental health improvements within Boston Public Schools.

Investment Opportunity

MassCOSH seeks a \$650,000 investment over the next two years to achieve public policy changes that increase protections for contingent workers and expand access to medical treatment for injured workers. The investment will also be used to launch new programs for grieving families of fallen workers and victims of workplace violence, as well as to support national replication of its Teens Lead @ Work initiative. In order to expand impact, MassCOSH must hire more staff, undertake a feasibility study regarding new locations, and upgrade its technological infrastructure.

Two-year Goals

- Increase number of program participants by 15% and expand offerings, including peer supports for women who have suffered from workplace violence and social services for grieving families
- Secure new policy protections for contingent and injured workers
- Grow number of full time staff and volunteer committee members
- Secure funding for expanded training and technical assistance centers

Ways to Invest

FINANCIAL

- \$15,000 provides grieving families access to legal, medical, and support services
- \$10,000 supports Women's Worker Health Committee
- \$5,000 funds a Teens Lead @ Work Summer Scholar

IN-KIND

- Translation services
- Marketing and branding services
- Technology support for program participants
- Commercial Real Estate expertise
- New database system

Leadership & Governance

Executive Director Marcy Goldstein-Gelb has over 20 years' experience in occupational safety, health education, and public policy development. She has received awards from the American Public Health Association and National Coalition for Occupational Safety and Health.

Deputy Director Al Vega has expertise in youth development and coalition building. He is the 2015 "Man of the Year" award recipient from the League of United Latin American Citizens.

MassCOSH is governed by a Board of Directors that includes low-income, teen and immigrant program representatives.

MASSCOSH'S MODEL



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Before I was in Teens Lead @ Work, I wasn't really involved in the community. But when I joined the program, it changed things. I'm giving a voice to young workers by teaching them about safe and healthy workplaces.

WHITLEY PARIS

Teens Lead @ Work Peer Leader

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Teens Lead @ Work engages young leaders to have a meaningful impact on their communities and gain skills to enhance their academic and career opportunities. Each year, Peer Leaders educate 300+ teens in job safety and violence and sexual harassment prevention, and collaborate with employers and elected officials to enact policies that protect working teens. MassCOSH recently received an OSHA award to help four partner organizations replicate TL@W in California, Pennsylvania, and New York.

The Immigrant Worker Center builds the power of immigrant workers to mobilize for safe and healthy work conditions. The proven Promotora, or Peer Leader, model engages workers to take collective action, build coalitions, and advocate for solutions. Promotoras have partnered with 1000 immigrant workers to help them understand their rights, support peers facing unsafe and illegal work conditions, and pursue legal changes needed to make workplaces safe.

Healthy Schools Initiative: Today's school staff and children are working and learning in schools with fewer custodians and with deferred maintenance and capital repair budgets years behind actual needs. These challenges contribute to an increase in asthma and other health conditions, which disproportionately harm low-income and urban communities. The Initiative engages parents, students, teachers, staff, and public health experts to assess building conditions and take collective action to ensure healthy schools.

Fallen Worker Family Supports: Families who have lost loved ones due to workplace tragedies know why safe, healthy workplaces can make a critical difference. MassCOSH provides grieving families with tools, resources, and support to navigate workers' compensation and OSHA investigations. MassCOSH hosts an annual Workers Memorial Commemoration to honor and remember fallen workers and works with families to change unjust policies and unsafe conditions.



We all suffer the consequences of unsafe work. We're members because MassCOSH plays an important role in helping unions protect their workers.

CHUCK MOHAHAN

Financial Secretary, IBEW Local 103



Key Investors

- BARR FOUNDATION
- HYAMS FOUNDATION
- MA DEPT OF PUBLIC HEALTH
- MILLER FOUNDATION
- PUBLIC WELFARE FOUNDATION
- STATE STREET FOUNDATION
- US OCCUPATIONAL SAFETY & HEALTH ADMINISTRATION

Coalition Partners

- BOSTON RECYCLING COALITION
- IMMIGRANT WORKER CENTER COLLABORATIVE
- INTERFAITH WORKER JUSTICE
- MA BAR ASSOCIATION'S WORKPLACE SAFETY TASKFORCE
- NATIONAL COSH COALITION
- UMASS LOWELL

POLICY PRIORITIES

MassCOSH's policy priorities are identified based on the research, experience, and recommendations of Massachusetts' most vulnerable workers. Currently, MassCOSH focuses its advocacy efforts on three key legislative priorities:

Protecting Contingent Workers: Temp agencies and contractors often send workers to dangerous jobs, with little to no information, and expose workers to wage and safety violations. Without a paper trail, workers cannot pursue their legal rights. A MassCOSH-convened coalition of temp workers and supporters recently won passage of a law that requires agencies to provide workers with key workplace information. Today, temp workers and community organizations conduct trainings about these rights, aid temp workers in reporting violations, and serve as a watchdog for effective enforcement of the new law. MassCOSH is currently working with partners to achieve new protections for contracted workers.

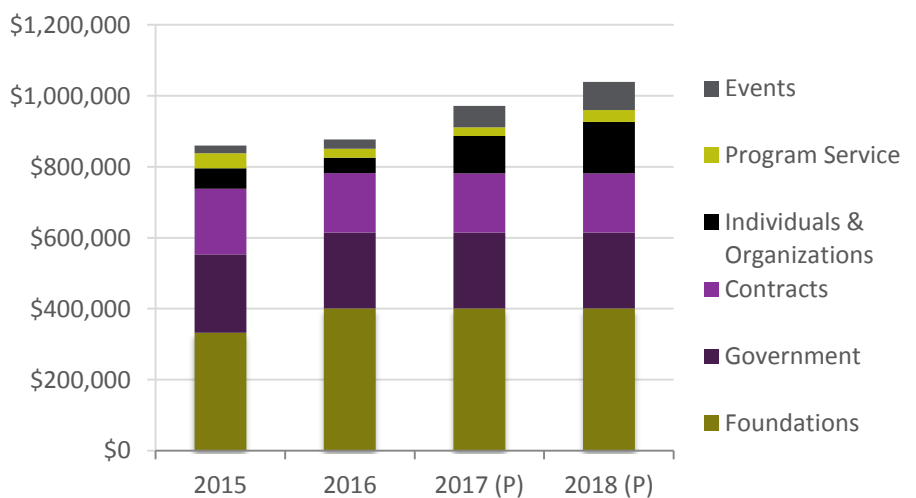
Access to Workers' Compensation: Injured workers need timely access to medical treatment and wage benefits to avert permanent disability. Immigrant and other low-wage workers face substantial barriers to accessing workers compensation, often waiting months for benefits. A MassCOSH-convened coalition of injured workers and health, community and legal supporters is making strides towards reforming this lifeline.

Public Employee Health & Safety Protections: In 2014, a MassCOSH-convened coalition successfully advanced a new state law to extend federal occupational safety and health protections to state employees. Spurred by high rates of workplace injury and fatalities, MassCOSH convinced the Massachusetts Senate to pass an expansion of these protections to all public employees.

FINANCIAL SUSTAINABILITY

MassCOSH is currently undergoing a strategic planning process to ensure the organization's fiscal, programmatic, and operational health over the next three years. A key component is a focus on growing revenue via expanding membership and engaging new individual and foundation partners.

Revenue by Source



Success Story: Esther Loayza

Esther Loayza, a Peruvian immigrant, came to Boston in 2012. A temp agency placed her at a bakery, where she suffered injuries when struck by a tray of bread loaves, and later, when she slipped on ice at the warehouse.

Fearful of being fired or deported if she reported the incidents, she worked through the pain. The temp agency terminated her due to her injuries. She signed a document she believed was to access financial assistance with her injury, but in fact blocked her rights to pursue workers' compensation.

Together with MassCOSH, Esther won a case to obtain workers' compensation. Today, she is an active member of the Injured Workers Committee, where she works to improve laws for immigrant workers. She recently joined MassCOSH's Board of Directors.



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

Below is a summary of the key measures that MassCOSH will track to demonstrate progress, capture lessons learned, and make course corrections as needed. Note: fiscal year October 1–September 30.

	FY 2016	FY 2017 (P)	FY 2018 (P)
PROGRAM PERFORMANCE			
Immigrant Worker Center: increase number of workers engaged in Worker Center initiatives	300	325	350
Teens Lead @ Work: increase number of youth who promote workplace safety and avert violence	300	330	360
Healthy Schools Initiative: increase number of teens and adults engaged in comprehensive school health audits	40	45	55
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Increase staff	8.5	10	11.5
Develop and implement strategic plan	Collect and assess data Update perf. targets	Finalize and implement strategic plan, ongoing evaluation	Ongoing implementation and reflection
Increase number of members, including health tech volunteers and lawyers committee	125	140	160
Total budget	\$877,000	\$1,203,000	\$1,237,000

SOCIAL IMPACT

Through education, constituent-led research, and civic engagement, MassCOSH helps transform workplace victims into community leaders. The organization evaluates the number of program participants as well as their newly developed skills and knowledge. MassCOSH also measures changes to workplace conditions and public policies. Below are key indicators that represent the organization's ambitious vision.

INDICATOR	2015
Percent of eligible TL@W participants who graduate high school and achieve post-secondary objective	100%
Number of cities that pilot TL@W outside Massachusetts	4
Number of low wage workers active in civic engagement efforts that lead to public policy and workplace change	150
Members receive information about key issues, raise awareness with policy makers and advance policy through changes in legislation	2 bills passed 3 bills advanced through legislature
Number of worker leaders who engage peers in civic engagement efforts	40
Number of families of fallen workers benefitting from resources, support and/or engaging in advocacy	50