IMMIGRATION LAW & EMPLOYEE RIGHTS
(Fall 2014)

Instructor: James M. Cooney, Esq.
Rutgers University, Labor Studies & Employment Relations Department, SMLR
Course #37:575:321:01 (3 Credits)
Tuesdays, 3:55 p.m. – 6:55 p.m.
Class Location: Labor Education Center, Room 133, Douglass/Cook Campus
Tel: 848-932-8560; E-mail: jcooney@work.rutgers.edu
Office Hours: Before & after class or by appointment

Course Description: Contemporary immigration law in the U.S.; employer compliance issues; employee rights; immigrant employee representation and related policy debates.

Grading Criteria:*
(1) Mid-term Exam (50%)
(2) Final Exam (50%)
(*Credit is also earned for attendance and in-class contributions. Please note that excessive unexcused absences will lower your grade. Unexcused absences in excess of 3 classes may result in a failing grade.)

Course Materials: Course reading materials are found in the Sakai Announcements section. The Instructor reserves the right to supplement, substitute, and/or modify the listed reading selections.

Academic Integrity: The conduct of all students is governed by the Rutgers University Academic Integrity Policy:

Laptop/Recording Policy: Students are permitted to bring and use laptop computers in class, for taking notes and viewing class readings. However, please do not engage in laptop-related activities that may distract other students. Students are not permitted to record, videotape, or photograph any classroom lecture or activity, absent prior express consent and authorization by the Instructor.
Class Schedule:

SEPT. 2:  - Course Overview

**NO READINGS**

SEPT. 9:  - Brief History of U.S. Immigration Law
          - U.S. Citizenship Status

**READINGS:**
- *Timeline of U.S. Policy on Immigration and Naturalization*
- *Reports on Birthright Citizenship Reform Proposals* (Immigration Policy Center, 01/04/2011)

SEPT. 16:  - MOVIE: “Wetback”

**NO READINGS**

SEPT. 23:  - Lawful Permanent Resident Status
          - Non-Immigrant Status

**READINGS:**
- *Legal Immigration to the U.S.* (American Immigration Lawyers Assoc)
- *Nonimmigrant Admissions* (U.S. Dept. of Homeland Security)
- *H-1B Worker Rights* (U.S. Department of Labor)

SEPT. 30:  - Undocumented Status
          - Deportation and Removal
          - Employment Eligibility Verification

**READINGS:**
- *The Growth of The U.S. Deportation Machine* (Immigration Policy Center, 04/19/2014)
- *Form I-9, Employment Eligibility Verification* (USCIS)

OCT. 7:  - Attempts by States to Regulate Immigration Issues
         - Review for Mid-Term Exam

**READINGS:**

OCT. 14:  MID-TERM EXAM
OCT. 21: -Labor Laws & Immigrant Workers

**READINGS:**

OCT. 28: -Employment Discrimination Laws & Immigrant Workers

**READINGS:**
- *EEOC Compliance Manual Regarding National Origin Discrimination*
- *Garcia v. Spun Steak Co.*, 13 F.3rd 296 (9th Cir. 1993)

NOV. 4: -Economic Impact of Immigration

**READINGS**
- *Adding It Up: Accurately Gauging the Economic Impact of Immigration Reform* (Ojeda & Robinson, May 2013)
- *Facts About Immigration & the U.S. Economy* (Economic Policy Institute, 08/12/2014)

NOV. 11: -Current Efforts at Immigration Reform

**READINGS**
- *The Myth of Self-Deportation* (Filindra, April 2012)
- *Further Readings TBA*

NOV. 18: -Agricultural Workers
- Day Laborers

**READINGS**
- “All Work and No Pay:” Day Laborers, Wage Theft, and Workplace Justice in New Jersey (Seton Hall Law School, January 2011)

DEC. 2: -Complete Any Uncovered Materials
- Review for Final Exam

DEC. 9: FINAL EXAM (not cumulative)

(Date revised: 08/23/2014)