

Syllabus
LATINO WORKERS IN THE U.S.
Labor Studies and Employment Relations
School of Management and Labor Relations, Rutgers University
Fall 2022

Course Number: 37:575:307:01
Days and Times: Wednesdays
10:20am – 1:20pm
Location: Murray Hall Rm 210
Professor: Carmen Martino
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Cell: 609-513-3504
Office Hours: By appointment

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I. COURSE DESCRIPTION

This course will examine Latino Workers in the U.S. with a focus on globalization, immigration, and the proliferation of low-wage work.

The topics we will explore include:

- Immigration theories and why people come.
- The history of migration and migration policy in the U.S.
- Current immigration laws in the U.S.
- The impact of globalization.
- How undocumented Latino immigrants manage and survive in the U.S.
- The employment and labor rights of immigrant workers.
- Racialized labor markets, subcontracting and low wage industries.
- Efforts to organize through unions and worker centers to improve wages and working conditions.
- Fixing a broken system.

II. LEARNING OBJECTIVES

Core Curriculum Learning Goal

CCD-1. Analyze the degree to which forms of human differences and stratifications among social groups shape individual and group experiences of, and perspectives on, contemporary issues. Such differences and stratifications may include race, language, religion, ethnicity, country of origin, gender identity, sexual orientation, economic status, abilities, or other social distinctions and their intersections.

Labor Studies & Employment Relations Learning Goal

Analyze the degree to which forms of human difference shape a person's experience of work (6).

School of Management & Labor Relations Learning Goal

Evaluate the context of workplace issues, public policies, and management decisions. (V)

Instructor's Goals

- Know and understand fundamental social science, historical, and legal perspectives, theories, and concepts relating to immigration.
- Know the fundamental laws/institutions governing immigration.
- Understand how the global economy impacts immigration.
- Understand how our diverse backgrounds and cultures shape our experiences and perspectives on immigration.
- Improve our critical thinking, problem solving and communication skills.

III. EXPECTATIONS

Preparation

We will be covering a lot of ground over the course of the semester so please do complete the reading assignments and summaries and take good notes!

Participation

Class sessions will include short lectures, small group discussions and group exercises. The expectation is that everyone will actively participate in the class.

When participating in discussions use your experience and the information you get from the readings. When you take a position try to back it up with facts, data and examples. And above all, be respectful and listen when others are speaking. You do not have to agree but you must give full attention and consideration to other points of view.

Communications

I will communicate with you via email on a weekly basis. Most of the time I will be providing you with a "Weekly Message" that will include updates, reminders, adjustments and/or reworking of the syllabus (we will be doing some of that from week to week) so please check your Rutgers email account regularly. Feel free to contact me via email or text with questions or concerns about the course. I will do my best to get back to you within 24 hours.

When emailing always include "Latino Workers in the U.S." in the subject line of your email.

IV. EVALUATION

Final grades will be based on the following:

- | | |
|-----------------------------|------------------------------|
| 1. Attendance/Participation | (280pts...20pts per class) |
| 2. Weekly Summaries | (120pts...10pts per summary) |
| 3. Mid-Term | (300pts) |
| 4. Final Exam | (300pts) |

Attendance/Participation (280pts)

For each class you will have an opportunity to earn a total of **20 points for Attendance and Participation**. You get points for coming to class and signing the Attendance sheet.

So, it is vitally important that you come to every class. Failure to sign the sign-in sheet will result in a loss of attendance and participation points. You can only be excused for an illness, death in the family or other real emergencies. It's important to note that being excused means that you will have an opportunity to make up the class by completing the summary and answering **all** the discussion questions that were assigned for the class you missed. For other excused absences (i.e., days when readings and summaries are not assigned) you will need to see me, and we can figure out how best to provide you with an opportunity to earn missed attendance/participation points. And just to clarify, in order to qualify for an excused absence, you need to send me an email prior to the class, or in the case of an emergency, no more than 24 hours after the class.

Weekly Summaries (12 @ 10pts per summary = 120pts)

It is vitally important that you come to class ready to contribute to the discussion. With this in mind, everyone will be required to **answer two (2) "Questions to Consider"** for each weekly reading assignment—including weeks 2-13. **Each summary is worth 10 points of your final grade (for a total of 120pts).** The "Questions to Consider" will be posted with each week's reading assignment. They will also serve as small group discussion questions for each week of class. Summaries must be uploaded to Canvas prior to the start of each class. Summaries must be a minimum of 300 words, and you are encouraged to write more. (**Note:** The total 300-word count will not include repeating the questions you chose to answer, and I will read summaries and keep in touch on an as needed basis.)

You earn more points per class based on your contribution to the class discussion.

There will be two opportunities to participate—the first opportunity will be in your small group discussions and the second during full class discussions. **In order to get full credit for participation you will need to participate in both the small group and full class discussions.** I will ask for volunteers to keep track of student participation for each class. For purposes of clarity, if you come to class and only participate in small group discussions, you will earn 16 out of 20 points. If you come to class and participate in both the small group and full class discussion you will get more points and closer to a perfect score for the day (e.g., 18 or higher).

Mid-Term and Final Exams (600pts)

The midterm and final will be worth 300pts each and they will be written take-home exams that will cover all course readings, lectures, discussion questions, films, documentaries, group exercises, etc. You will have one week to complete the mid-term and one week to complete the final exam.

V. Rutgers COVID-19 Protocols

To protect the health and well-being of all members of the University community, masks must be worn by all persons on campus when in the presence of others (within six feet) and in buildings in non-private enclosed settings (e.g., common workspaces, workstations, meeting rooms, classrooms, etc.).

Masks must be worn during class meetings; any student not wearing a mask will be asked to leave. Masks should conform to CDC guidelines and should completely cover the nose and mouth:

<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html>

Each day before you arrive on campus or leave your residence hall, you must complete the brief survey on the My Campus Pass symptom checker self-screening app.

VI. RU LEARNING CENTERS

“Rutgers is committed to your success and offers free academic services to all students. The Learning Centers provide tutoring, study groups, and review sessions for your courses. They also host workshops and provide individual academic coaching to help you further develop your study strategies and self-management skills. To learn more about how the LCs can help you succeed, visit rlc.rutgers.edu.”

VII. DISABILITY STATEMENT

This course is open to all students who meet the academic requirement for participation. Any student who has a need for accommodation based on the impact of disability should refer to the Rutgers Office of Disability Services and then contact the instructor privately to discuss the specific situation as soon as possible.

VIII. STATEMENT OF ACADEMIC FREEDOM

Freedom to teach and freedom to learn are inseparable facets of academic freedom. This class will introduce an array of sometimes conflicting ideas and interpretations of U.S. history, immigration policy, etc. and all who partake in the course should feel encouraged to express their views in an open, civic forum.

IX. COURSE READINGS

All materials for this course will be available on Canvas.

X. SYLLABUS

PART I: IMMIGRATION HISTORY, THEORY AND WHY THEY COME

(WEEK 1) WEDNESDAY, SEPTEMBER 7TH

COURSE INTRODUCTION

Read: The syllabus

In-Class: Intro’s, our expectations for the class and review of syllabus

(WEEK 2) WEDNESDAY, SEPTEMBER 14TH

TODAY’S LATINO IMMIGRANTS AND WHY THEY COME (THEORIES)

Read: **Canvas:**
Douglas S. Massey, Jorge Durand, and Nolan J. Malone. Chapter 2:
“*Principles of Operation: Theories of International Migration*”; *Beyond
Smoke and Mirrors, Mexican Immigration in An Era of Economic
Integration*, Russell Sage Foundation, New York, 2006.

In-Class: Why People Come and Why They Go
Lecture/Discussion on theories of migration and why people migrate.

(WEEK 3) WEDNESDAY, SEPTEMBER 21ST

THE HISTORY OF MIGRATION IN THE U.S. AND WHO GETS IN TODAY

Read: **Canvas:**
Douglas S. Massey, Jorge Durand, and Nolan J. Malone. Chapter 3:
“*System Assembly: A History of Mexico-U.S. Migration*” Beyond Smoke
and Mirrors, Mexican Immigration in An Era of Economic Integration,
Russell Sage Foundation, New York, 2006.

Laura E. Gómez, Chapter 1: *We Are Here Because You Were There*,
Inventing Latinos: A New Story of American Racism, The New Press,
New York, 2020, pp. 20-61.

Mae M. Nagai, *How Grandma Got Legal*, Los Angeles Times, May 16,
2006.

Abrahm Lustgarten, NYTimes Magazine/ProPublica: *The Great Climate
Migration*, 2020
[https://www.nytimes.com/interactive/2020/07/23/magazine/climate-
migration.html](https://www.nytimes.com/interactive/2020/07/23/magazine/climate-migration.html)

In-Class: Lecture/Discussion on what we can learn from the history and U.S. policy
on immigration.

PART II: GLOBAL CAPITALISM (NEO-LIBERALISM) AND MIGRATION

(WEEK 4) WEDNESDAY, SEPTEMBER 28TH

GLOBAL CAPITALISM AND MIGRATION

Read: **Canvas:**
Jeffrey Kaye, Moving Millions: How Coyote Capitalism Fuels Global
Immigration, Chapter 3, *Migrants in the Global Marketplace*, John Wiley
& Sons Inc., 2010.

Ruth Gomber-Munoz, Labor and Legality, Chapter 2, *Why Is There
Undocumented Migration?* Oxford University Press, 2011

David Bacon, Illegal People, Chapter 3, *Displacement and Migration*,
Beacon Press, 2008.

In-Class: Lecture/Discussion on the mobility of capital and workers

Documentary—The 800-Mile Wall

(WEEK 5) WEDNESDAY, OCTOBER 5TH

GLOBAL SUPPLY CHAINS, AND RACIALIZED LABOR MARKETS (PART 1)

Read: **Canvas:**
Carolina Bank Munoz, Transnational Tortillas, Chapter 1: *The Tortilla Behemoth and Global Production*, Chapter 2: *The Political Economy of Corn and Tortillas*, and Chapter 3: *A Tale of Two Countries: Policy and Globalization in the United States and Mexico*, ILR Press, 2008.

In-Class: Lecture/Discussion of corporations, globalization and low wage work

(WEEK 6) WEDNESDAY, OCTOBER 12TH

GLOBAL SUPPLY CHAINS, AND RACIALIZED LABOR MARKETS (PART 2)

Read: **Canvas:**
Carolina Bank Munoz, Transnational Tortillas, Chapter 4: *Hacienda CA*, and Chapter 5: *Hacienda BC*, ILR Press, 2008.

Laura E. Gómez, Chapter 2: *Idealized Mestizaje and Anti Black and Anti-Indian Racism*, Inventing Latinos: A New Story of American Racism, The New Press, New York, 2020, pp. 63-97.

In-Class: Lecture/Discussion—Tortillas made in the U.S. and Mexico

Documentary: Maquilapolis (City of Factories)
<https://www.youtube.com/watch?v=WUQgFzkE3i0>

(WEEK 7) WEDNESDAY, OCTOBER 19TH

GLOBAL SUPPLY CHAINS, AND RACIALIZED LABOR MARKETS (PART 3)

Read: **Canvas:**
Richard McIntyre, Are Worker Rights Human Rights? **Chapter 3: Not Only Nike Is Doing It**

NJ Star Ledger, The Invisible Workforce

Handouts: Supply Chains, Temp Towns and Low Wage Work

In-Class: Lecture/Discussion of New Brunswick's Low Wage Labor Market
Review for midterm

Vise News Investigation—Permanently Temporary: The Truth About Temp Labor

Mid-Term Take Home Assignment

(WEEK 8) WEDNESDAY, OCTOBER 26TH

GLOBAL SUPPLY CHAINS, AND RACIALIZED LABOR MARKETS (PART 3...CONTINUED)

Read: **Canvas:**
To Be Announced

In Class: Watch [A Better Life](#)

Mid-Term Due

PART III: LOW WAGE WORK AND LIVING IN THE U.S.A.

(WEEK 9) WEDNESDAY, NOVEMBER 2ND

LOW WAGE WORK, RESTAURANTS, HEALTH & SAFETY AND COVID-19

Read: **Canvas:**

- Saru Jayaraman, *Behind the Kitchen Door*, Chapter 3: Serving While Sick, ILR Press, Ithaca and London, 2014
- Saru Jayaraman, *Behind the Kitchen Door*, Chapter 5: Race in the Kitchen, ILR Press, Ithaca and London, 2014.
- Saru Jayaraman, *Behind the Kitchen Door*, Chapter 6: Women Waiting on Equality, ILR Press, Ithaca and London, 2014.

Documentary: Waging Change (and perhaps an episode from “The Bear”)

(WEEK 10) WEDNESDAY, NOVEMBER 9TH

IMMIGRANTS LIVING IN THE U.S (PART 1)

Read: **Canvas:**
Ruth Gomber-Munoz, *Labor and Legality*, Chapter 3: *Jumping and Adjusting to Life Under the Radar*, and Chapter 4: *Friends, Networks and Households*, Oxford University Press, 2011.

In Class: Lecture/Discussion on the role of social networks among immigrant workers

(WEEK 11) WEDNESDAY, NOVEMBER 16TH

IMMIGRANTS LIVING IN THE U.S (PART 2)

Read: **Canvas:**
Ruth Gomber-Munoz, *Labor and Legality*, Chapter 5: *Working Hard*, and Chapter 6: *Identity, Dignity and Esteem*, Oxford University Press, 2011

In Class: Lecture/Discussion on the tradeoffs and compromises that undocumented workers make at work and in their communities

PART IV: WORKER RIGHTS, ORGANIZING AND THE CURRENT DEBATE

(WEEK 12) WEDNESDAY, NOVEMBER 30TH

WORKER RIGHTS

Read: **Canvas:**
Gross and Compa, Human Rights in Labor and Employment Relations: International and Domestic Perspectives, Chapter 1: *Takin' it to the Man: Human Rights at the American Workplace*, Labor and Employment Association, 2009.

In Class: Lecture/Discussion on worker rights (continued)

(WEEK 13) WEDNESDAY, DECEMBER 7TH

ORGANIZING IMMIGRANTS (UNIONS AND WORKER CENTERS PART I)

Read: **Canvas:**
Immanuel Ness, Immigrants, Unions, and the New U.S. Labor Movement, Chapters 2 and 3: *Unions and Immigrant Worker Organizing: New Models for New Workers*, Temple University Press, 2005

Laura E. Gómez, Chapter 3: *The Elusive Quest for Whiteness, Inventing Latinos: A New Story of American Racism* The New Press, New York, 2020, pp. 99-132

In Class: Lecture/Discussion on unions and organizing immigrants in the U.S. and a discussion about organizing based on worker rights as human rights vs. solidarity and the implications for immigrants and undocumented workers.

Documentary—The Hand That Feeds

(WEEK 14) WEDNESDAY, DECEMBER 14TH

ORGANIZING IMMIGRANTS (UNIONS AND WORKER CENTERS PART II)

Read: **Canvas:**
Paul Ortiz, African American and Latinx History of the United States, Chapter 8: *The Rebirth of the American Working Class 1970s to the Present*, pp. 163-184, Beacon Press, Boston, 2018.

In Class: Lecture/Discussion on worker centers, using workplace health and safety for leadership development and joint projects with unions and New Labor.

Manoj Dias-Abey, *Justice on Our Fields: Can “Alt-Labor” Organizations Improve Migrant Farm Workers’ Conditions?* (see file: Dias-Abey.pdf)

Fair Food 2017 Annual Report

Documentary—Food Chains

Review Final Exam