

Syllabus  
**Latino Workers in the U.S.**  
Labor Studies and Employment Relations  
School of Management and Labor Relations, Rutgers University  
**Fall 2016**

**Course Number:** 37:575:307:02  
**Day and Time:** Wednesdays 9:50 am – 12:50 pm  
**Location:** Murray Hall RM 211

**Professor:** Carmen Martino  
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Office Hours: By appointment

## **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 immigrant Latinos 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.
- Current policy initiatives/debates and fixing a broken system.

## **II. LEARNING OBJECTIVES**

### **Core Curriculum: 21C**

- Analyze issues of social justice across local and global contexts.

### **Labor Studies and Employment Relations Department:**

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

### **School of Management and Labor Relations:**

- Evaluate the context of workplace issues, public policies, and management decisions.

### **Additional Course Objectives:**

- 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 critical thinking, problem solving and communication skills.

### **III. EXPECTATIONS**

#### **Preparation**

We will be covering a lot of ground in a very short time so please read and bring the assigned material to each class 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.

**Texting, or talking on cell phones and emailing are all prohibited during class.**

#### **Attendance**

Twenty-eight percent (28%) of your grade will be based on attendance and participation so it is vitally important to attend every class. Failure to sign the sign-in sheet will result in a loss of attendance points. You can only be excused for an illness, death in the family or other *real* emergencies.

Students who are late to class will lose attendance points so please be punctual. And if you leave early without permission you will be marked absent for the entire class.

#### **Communication**

I will communicate with you via email on a weekly basis. Most of the time I will be providing you with updates, reminders, adjustments and/or reworking of the syllabus so please check your Rutgers email account regularly. Feel free to contact me via email 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. Class Prep                     | (12pts) |
| 2. Class attendance/participation | (28pts) |
| 3. Mid-Term                       | (30pts) |
| 4. Final Exam                     | (30pts) |

### **Class Preparation**

It is vitally important that you come to class ready to contribute to the discussion. With this in mind, everyone will be required to complete 1-page summaries (approximately 300 words) for each weekly reading assignment—including weeks 2-13. **Each summary is worth 1 point of your final grade (for a total of 12pts)**. One-page summaries must be delivered to the Sakai drop box prior to the start of each class. (**Note: I will read them and keep in touch on an as needed basis.**)

### **Attendance/Participation**

**Fourteen points (14pts) of your final grade will be based on attendance** 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 points. As noted above, you can only be excused for an illness, death in the family or other *real* emergencies.

And again, students who are late to class will lose attendance points so please be punctual and if you leave early without permission you will be marked absent for the entire class.

**Another fourteen points (14pts) of your final grade will be based on your in-class participation.** Class sessions will include short lectures, small group discussions, group exercises and large group discussions. The expectation is that everyone will have an opportunity to actively participate in each 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, we must 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.

### **Mid-Term and Final Exams**

**The mid term and final will be worth 30pts each** and they will be written take-home exams that will cover all course readings, lectures, discussion questions, films, group exercises, etc. You will have one week to complete the mid-term and one week to complete the final exam.

### **V. COURSE READINGS**

All materials for this course will be available on the course Sakai website. Students can access the course Sakai site by following these directions:

- Go to <http://sakai.rutgers.edu>
- To log on, enter your Rutgers net ID and password in the upper right hand corner.
- Look for the tabs at the top of the next page.
- Click on the tab: **37:575:307:02**
- Click on “resources” on the menu on the left hand side of the next page. You should see a folder for each week of class and inside each folder you will find all of the course readings.

## VI. SYLLABUS

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### PART I: IMMIGRATION HISTORY, THEORY AND WHY THEY COME

#### (WEEK 1) WEDNESDAY, SEPTEMBER 7, 2016

##### COURSE INTRODUCTION

Read:

**Sakai Folder:**  
The syllabus

In-Class: Introduction: Our expectations for the class and review syllabus

#### (WEEK 2) WEDNESDAY, SEPTEMBER 14, 2016

##### TODAY'S LATINO IMMIGRANTS AND WHY THEY COME (THEORIES)

Read:

**Sakai Folder:**  
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.

*Theories of International Migration: A Review and Appraisal* Author(s):  
Douglas S. Massey, Joaquin Arango, Graeme Hugo, Ali Kouaouci, Adela  
Pellegrino, J. Edward Taylor Source: Population and Development  
Review, Vol. 19, No. 3 (Sep., 1993), pp. 431-466

**Optional:** Portes, Alejandro and Ruben G. Rumbaut. Chapter One: *“Nine  
Stories”* 1-11 and Chapter Two: *“Who They Are and Why They Come”*  
12-36; Immigrant America: A Portrait, Berkeley and Los Angeles:  
University of California Press 2006

In-Class: Lecture/Discussion on theories of migration and why people migrate.

#### (WEEK 3) WEDNESDAY, SEPTEMBER 21, 2016

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

Read:

**Sakai Folder:**  
Leo R. Chavez, The Latino Threat: Constructing Immigrants, Citizens and  
the Nation, Chapter 1: *The Latino Threat Narrative*

Aviva Chomsky, Undocumented: How Immigration Became Illegal,  
Chapter 1: *Where Did Illegality Come From*; Chapter 2: *Choosing to Be  
Undocumented*

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

*How the US. Immigration System Works*  
(See Link in Sakai Folder)

*US Citizenship and Immigration Services (Temporary Non-immigrant Workers)*  
(See Link in Sakai Folder)

*U.S. Historical Immigration Trends*  
(See Link in Sakai Folder)

*U.S. Immigration Timeline*  
(See Link in Sakai Folder)

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

**Documentary:** The 800-Mile Wall

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

**(WEEK 4) WEDNESDAY, SEPTEMBER 28, 2016**

GLOBAL CAPITALISM AND MIGRATION

Read: **Sakai Folder:**  
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 Other Side of Migration

**(WEEK 5) WEDNESDAY, OCTOBER 5, 2016**

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

Read: **Sakai Folder:**

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 labor markets.

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

#### **(WEEK 6) WEDNESDAY, OCTOBER 12, 2016**

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

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

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

#### **(WEEK 7) WEDNESDAY, OCTOBER 19, 2016**

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

Read: **Sakai Folder:**  
*Chain of Greed, How Walmart's Domestic Outsourcing Produces Everyday Low Wages and Poor Working Conditions for Warehouse Workers*, National Employment Law Project, June 2012.

Jason Rowe, *New Jersey's Supply Chain Pain: Warehouse & Logistics Work Under WalMart and Other Big Box Retailers*, John F. Kennedy School of Government, Harvard University, 2012

Martino and Bensman, *American Prospect, Irregular Work in an Irregular Economy*, 2008

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

**Vise News:** Permanently Temporary: The Truth About Temp Labor

#### **(WEEK 8) WEDNESDAY, OCTOBER 26, 2016**

WAGES AND WAGE THEFT

Read: **Sakai Folder:**  
*"Immigration and Wages: Methodological Advancements Confirm Modest Gains for Native Workers"* Heidi Shierholz, Economic Policy Institute (EPI) Issue Brief #255, February 4, 2010

*“Immigration: The Effects on Low-Skilled and High-Skilled Native-Born Workers”* Linda Levine, Congressional Research Service, 2009

In-Class: Lecture/Discussion on how Latino immigrants manage and survive in the U.S. Economy

Wage Theft: The Crime Wave No One Talks About and on *YouTube.com*,  
Wage Theft Faces of a Hidden Crime

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## **PART IV: WORKER RIGHTS, ORGANIZING AND THE CURRENT DEBATE**

### **(WEEK 9) WEDNESDAY, NOVEMBER 2, 2016**

#### IMMIGRANTS LIVING IN THE U.S (PART 1)

Read: **Sakai Folder:**  
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 10) WEDNESDAY, NOVEMBER 9, 2016**

#### IMMIGRANTS LIVING IN THE U.S (PART 2)

Read: **Sakai Folder:**  
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

Movie: A Better Life

### **(WEEK 11) WEDNESDAY, NOVEMBER 16, 2016**

#### WORKER RIGHTS

Read: **Sakai Folder:**  
Richard McIntyre, Are Worker Rights Human Rights? Chapter 4: *Are Worker Rights Human Rights (and does it matter if they are)?* Chapter 5: *The International Organization of Worker Rights and Labor Standards*, University of Michigan Press, 2011

*“International Law: Workers’ Human Rights, Government Obligations and Corporate Responsibility”* in Blood, Sweat and Fear, Human Rights Watch 2005

*Employment Rights Are Human Rights*, International Human Rights Law Clinic, American University, Washington College of Law, 2004

*Iced Out: How Workplace Enforcement has interfered with Workers’ Rights*, National Employment Law Project and the AFL-CIO

Understanding the US Supreme Court’s Decision in *Hoffman Plastic Compounds v. NLRB*” Fact Sheet for Immigrant Worker Advocates, National Employment Law Project, 1-2.

In Class: Lecture/Discussion on worker rights

**Documentary:** Made in L.A.

**(WEEK 12) WEDNESDAY, NOVEMBER 30, 2016**

ORGANIZING IMMIGRANTS

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

Fine, Janice “Worker Centers: Entering a New Stage of Growth and Development” *New Labor Forum* Fall 2011.

In Class: Lecture/Discussion on unions, worker centers and organizing immigrants in the U.S.

**Documentary:** The Hand That Feeds

**(WEEK 13) WEDNESDAY, DECEMBER 7, 2016**

CITIZENSHIP/IMMIGRATION REFORM

Read: **Sakai Folder:**  
Judith Gans, Citizenship in the Context of Globalization, Udall Center for Studies in Public Policy, The University of Arizona, Immigration Policy Working Papers, 2005

Noah Pickus and Peter Skerry, *Good Neighbors and Good Citizens: Beyond the Legal-Illegal Immigration Debate*, in Debating Immigration, Ed, Carol M. Swain, 2009



Stephen Macedo, *The Moral Dilemma of U.S. Immigration Policy: Open Borders Versus Social Justice?* in Debating Immigration, Ed, Carol M. Swain, 2009

**Documentary:** 9500 Liberty

In-Class: Lecture/Discussion on how we define citizenship and immigration policy

**(WEEK 14) WEDNESDAY, DECEMBER 14, 2016**  
Review For FINAL EXAM