Syllabus

Latino Workers in the U.S.
Labor Studies and Employment Relations
School of Management and Labor Relations, Rutgers University
Fall 2015
(DRAFT)

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 to improve wages and working conditions.
- Current policy initiatives/debates and fixing a broken system.

II. LEARNING OBJECTIVES

By the end of the course we will:

- 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; and
- Improve our 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. Also, 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 should 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. 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. Also, 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

PART I: IMMIGRATION HISTORY, THEORY AND WHY THEY COME

(Week 1) Wednesday, September 2, 2015
COURSE INTRODUCTION

Read:  
**Sakai Folder:**  
The syllabus

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

(WEEK 2) WEDNESDAY, SEPTEMBER 9, 2015  
TODAY’S LATINO IMMIGRANTS AND WHY THEY COME (THEORIES)

Read:  
**Sakai Folder:**  


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

(WEEK 3) WEDNESDAY, SEPTEMBER 16, 2015  
THE HISTORY OF MIGRATION IN THE U.S. AND WHO GETS IN TODAY

Read:  
**Sakai Folder:**  

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

(WEEK 4) WEDNESDAY, SEPTEMBER 23, 2015
GLOBAL CAPITALISM AND MIGRATION

Read:

Sakai Folder:

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, SEPTEMBER 30, 2015
GLOBAL SUPPLY CHAINS, AND RACIALIZED LABOR MARKETS

Read:

Sakai Folder:


Optional—The New Age of Walmart
PART III: LOW WAGE WORK AND LIVING IN THE U.S.A.
(WEEK 6) WEDNESDAY, OCTOBER 7, 2015
OCCUPATIONS, EDUCATION AND INCOME

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

(OBJECTIVE: The reality of what a global supply chain looks like and how it employs)

Read:

Sakai Folder:


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

“Still An Hourglass? Immigrant Workers in Middle-Skilled Jobs” Randy Capps, Michael Fix and Serena Yi-Ying Lin, Migration Policy Institute 2010

In-Class: Lecture/Discussion on supply chains, low prices, low pay, the reality of what a global supply chain looks like and who it employs.

WAGE THEFT, WORKING CONDITIONS AND WEAK ENFORCEMENT

Read:

Sakai Folder:

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

Iron Bound Underground: Wage Theft and Workplace Violations Among Day Laborers in Newark’s East Ward Immigrant Workers’ Rights Clinic, Center for Social Justice Seton Hall University School of Law

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Wage Theft: The Crime Wave No One Talks About

In-Class: Lecture/Discussion on wage theft and deplorable working conditions in low wage labor markets

You Tube: Wage Theft Faces of a Hidden Crime

(WEEK 8) WEDNESDAY, OCTOBER 21, 2015
IMMIGRANTS LIVING IN THE U.S

Mid-Term Take Home Assignment
Read:

Sakai Folder:

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 9) WEDNESDAY, OCTOBER 28, 2015
WORKER RIGHTS PART 1

Mid-Term Due

Read:

Sakai Folder:


In-Class: Lecture/Discussion on worker rights and immigrants

(WEEK 10) WEDNESDAY, NOVEMBER 4, 2015
WORKER RIGHTS PART 2

Read:

Sakai Folder:
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 and immigrants

(WEEK 11) WEDNESDAY, NOVEMBER 11, 2015
ORGANIZING IMMIGRANTS (UNIONS)

Read:

Sakai Folder:

Ruth Milkman, “Workers and the Future of the American Labor Movement”

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

Documentary: Made in LA

(WEEK 12) WEDNESDAY, NOVEMBER 18, 2015
ORGANIZING IMMIGRANTS (WORKER CENTERS)

Read:

Sakai Folder:

In-Class: Lecture/Discussion on worker centers, joint projects with unions and New Labor.

Documentary: Coalition of Immokalee Workers

(WEEK 13) WEDNESDAY, DECEMBER 2, 2015
CITIZENSHIP/IMMIGRATION REFORM

Read:

Sakai Folder:


**Documentary**: 9500 Liberty

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

**(WEEK 14) WEDNESDAY, DECEMBER 9, 2015**

**FINAL EXAMINE**