

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  
carmenm@rci.rutgers.edu  
Phone: 609-567-9380  
Cell: 609-513-3504  
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:**

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

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

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:**

Tichenor, Daniel J. Dividing Lines: The Politics of Immigration Control in America, Princeton: Princeton University Press, 2002. Chapter 2: "*The Politics of Immigration Control: Understanding the Rise and Fall of Policy Regimes*" pp. 16-45

*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

---

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

### **(WEEK 4) WEDNESDAY, SEPTEMBER 23, 2015**

#### 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.

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:**

Gonos and Martino, *Temp Agency Workers In New Jersey's Logistics Hub: The Case for a Union Hiring Hall*, Working USA, The Journal of Labor and Society, Vol. 14, Dec. 2011, pp. 499-525.

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

*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.

Optional—The New Age of Walmart

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.

---

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

**(WEEK 6) WEDNESDAY, OCTOBER 7, 2015**

OCCUPATIONS, EDUCATION AND INCOME

Read:

**Sakai Folder:**

Portes, Alejandro and Ruben G. Rumbaut. Chapter 4: “*Making It in America: Occupational and Economic Adaptation*” pages 67-102; *Immigrant America: A Portrait*, Berkeley and Los Angeles: University of California Press 2006

“*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

“*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 how Latino immigrants manage and survive in the U.S. Economy

**(WEEK 7) WEDNESDAY, OCTOBER 14, 2015**

WAGE THEFT, WORKING CONDITIONS AND WEAK ENFORCEMENT

Read:

**Sakai Folder:**

Nik Theodore, Mirabai Auer, Ryan Hollon, and Sandra Morales- Mirque, *Unregulated Work in Chicago, The Breakdown of Workplace Protection in the Low Wage Labor Market*, Center for Urban Economic Development, University of Illinois at Chicago, April 2010

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

Ruth Gomber-Munoz, Labor and Legality, Chapter 5, *Working Hard*  
Oxford University Press, 2011

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:**

Ruth Gomber-Munoz, Labor and Legality, Chapter 4: *Friends, Networks  
and Households*, and Chapter 5: *Working Hard*, 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, ORGANIZNG AND THE CURRENT DEBATE**

**(WEEK 9) WEDNESDAY, OCTOBER 28, 2015**

WORKER RIGHTS PART 1

**Mid-Term Due**

Read:

**Sakai Folder:**

Richard McIntyre, *The Perplexities of Worker Rights*, The Good Society,  
Vol. 16, Number 2, 2007

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

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:**

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

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:**

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

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:**



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 9, 2015**  
FINAL EXAMINE