IMMIGRATION LAW & EMPLOYEE RIGHTS
(Spring 2016)
(Wednesday Night Class)

Instructor: James M. Cooney, Esq.
Rutgers University, Labor Studies & Employment Relations Department, SMLR
Course #37:575:321:01 (3 Credits)
Wednesdays, 7:15 p.m. – 10:05 p.m.
Class Location: Cook-Douglass Lecture Hall, Room 109, 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:

JAN. 20: -Course Overview

NO READINGS

JAN. 27: -History of U.S. Immigration
-U.S. Citizenship Status

READINGS:
-Timeline of U.S. Policy on Immigration and Naturalization
-U.S. v. Wong Kim Ark, 169 U.S. 649 (1898)
-Reports on Birthright Citizenship Reform Proposals (Immigration Policy Center, 01/04/2011)

FEB. 3: -Lawful Permanent Resident Status
-Non-Immigrant Status

READINGS:
-Legal Immigration to the U.S. (American Immigration Lawyers Assoc)
-Why Don’t They Just Get In Line? (IPC, March 2013)
-Nonimmigrant Admissions (U.S. Dept. of Homeland Security)
-H-1B Worker Rights (U.S. Department of Labor)

FEB. 10: -MOVIE: “Wetback – The Undocumented Documentary”

NO READINGS

FEB. 17: -Undocumented Status
-Deportation and Removal
-Employment Eligibility Verification

READINGS:
-Form I-9, Employment Eligibility Verification
“E-Verify History & Milestones” (U.S.C.I.S.)

FEB. 24: -Attempts by States to Regulate Immigration Issues

READINGS:
-Form I-9, Employment Eligibility Verification
-E-Verify FAQs (NCSL, December 2012)

MARCH 2: MID-TERM EXAM
MARCH 9:  -Labor Laws & Immigrant Workers

**READINGS:**

MARCH 16:  NO CLASS (Spring Break)

MARCH 23:  -MOVIE: “Lost in Detention”

**NO READINGS**

MARCH 30:  -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)

APRIL 6:  -Economic Impact of Immigration

**READINGS**
- *The Myth of Self-Deportation* (Filindra, April 2012)
- *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, August 12, 2014)

APRIL 13:  -Current Efforts at Immigration Reform
-Executive Action

**READINGS:**
- *The DREAM Act* (The White House)
- *Executive Grants of Temporary Immigration Relief, 1956-Present* (IPC, October 2014)

APRIL 20:  -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)
APRIL 27: FINAL EXAM (not cumulative)

(Date revised: 01/09/2016)