

Syllabus
Latino Workers in the U.S.
Labor Studies and Employment Relations
School of Management and Labor Relations, Rutgers University
Fall 2018

Course Number: 37:575:307:02
Day and Time: Mondays 6:40 pm – 9:30 pm
Location: Science and Engineering Resource Center Room 202

Professor: Carmen Martino
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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 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.
- 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.

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) (1.0 point per summary) |
| 2. Class attendance/participation | (28pts) (2.0 points per class) |
| 3. Mid-Term | (30pts) |
| 4. Final Exam | (30pts) |

Class Preparation

You will 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

Twenty-eight points (28pts) of your final grade will be based on attendance and participation 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 and 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.

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) MONDAY, SEPTEMBER 10, 2018

COURSE INTRODUCTION

Read:

Sakai Folder:
The syllabus

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

(WEEK 2) MONDAY, SEPTEMBER 17, 2018

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) MONDAY, SEPTEMBER 24, 2018

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.

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) MONDAY, OCTOBER 1, 2018

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 8, 2017

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.

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

(WEEK 6) MONDAY, OCTOBER 15, 2018

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) MONDAY, OCTOBER 22, 2018

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

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

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

Mid-Term Exam

(WEEK 8) MONDAY, OCTOBER 29, 2018

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

Do the Wage Theft thing
Do the review for the mid-term

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

Mid-Term Due

PART IV: WORKER RIGHTS, ORGANIZING AND THE CURRENT DEBATE

(WEEK 9) MONDAY, NOVEMBER 5, 2018

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*

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

Movie: A Better Life

(WEEK 10) MONDAY, NOVEMBER 12, 2018

IMMIGRANTS LIVING IN THE U.S (PART 2)

Read: **Sakai Folder:**
Ruth Gomber-Munoz, Labor and Legality, Chapter 4: *Friends, Networks and Household* and 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

(WEEK 11) MONDAY, NOVEMBER 19, 2018

WORKER RIGHTS

Read: **Sakai Folder:**
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.

"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) MONDAY, NOVEMBER 26, 2018

ORGANIZING IMMIGRANTS

Read: **Sakai Folder:**

Immanuel Ness, Immigrants, Unions, and the New U.S. Labor Movement, Chapter 2: *The Political Economy of Transnational Labor in New York City* and Chapter 3: *Unions and Immigrant Worker Organizing: New Models for New Workers*, Temple University Press, 2005

Gabriel Thompson, Working in the Shadows, *Part III: Flowers and Food*, Chapters 11, 12, 13

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

Documentary: The Hand That Feeds

(WEEK 13) MONDAY, DECEMBER 3, 2018

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

Final Exam

(WEEK 14) MONDAY, DECEMBER 10, 2018

FINAL EXAM DUE