IMMIGRATION LAW & EMPLOYEE RIGHTS
(Spring 2018 - 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: jacooney@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.

Learning Objectives: The student is able to:

Labor Studies & Employment Relations Department:
- Apply employment relations legal concepts, and substantive institutional knowledge, to understanding contemporary developments related to work. (Goal 2)

School of Management & Labor Relations:
- Demonstrate an understanding of how to apply knowledge necessary for effective work performance. (Goal VI)

Additional Course Objective(s) from the Instructor:
- Demonstrate basic knowledge of immigration law, underlying policies, and applicability of selected employment laws to immigrant workers.
- Demonstrate ability to comprehend court decisions and other readings on immigration law issues.
- Apply immigration law concepts to a given fact pattern.

Grading Criteria:*
(1) Mid-term Exam (50%)
(2) Final Exam (50%)
(*Credit is also earned for attendance and in-class contributions)

Attendance: Students are expected to attend class on a regular basis. Please note that excessive unexcused absences will lower your grade. Unexcused absences in excess of 3 classes may result in a failing grade. Students arriving late to class, or departing class early, must sign-in/out with a TA.

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 Records Retention:** Exams, papers, and any other items submitted by students for grading are retained for 2 years before shredding and disposal. Any student wishing to review any such item must make a request prior to that time.

**Academic Integrity:** The conduct of all students is governed by the Rutgers University Academic Integrity Policy.

**Laptops/Cell Phones:** 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 should refrain from texting while in class. Points may be deducted from the grades of students who consistently violate the foregoing policy.

**Recording:** Students are not permitted to videotape or otherwise record any classroom lecture or activity, absent prior express consent and authorization by the Instructor.

**Class Schedule:**

JAN. 17:  
- Course Overview

**NO READINGS**

JAN. 24:  
- History of U.S. Immigration  
- U.S. Citizenship Status

**READINGS:**
- *Timeline of U.S. Policy on Immigration and Naturalization*  
- *Defining ’American:’ Birthright Citizenship & the Original Understanding of the 14th Amendment* (The Federalist, 2015)  
- *Reports on Birthright Citizenship Reform Proposals* (Immigration Policy Center, 2011)

JAN. 31:  
- 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, 2013)  
- *Nonimmigrant Admissions* (U.S. Dept. of Homeland Security)  
- *H-1B Worker Rights* (U.S. Department of Labor)  
FEB. 7:  
- Undocumented Immigrants  
- Deportation and Removal

**READINGS:**

FEB. 14:  
- MOVIE: “Wetback – The Undocumented Documentary”

**NO READINGS**

FEB. 21:  
- Employment Eligibility Verification  
- Attempts by States to Regulate Immigration Issues  
- Review for Midterm Exam

**READINGS:**
- *Form I-9, Employment Eligibility Verification*  

FEB. 28:  
- MID-TERM EXAM

**NO READINGS**

MARCH 7:  
- Labor Laws & Immigrant Workers

**READINGS:**

MARCH 14:  
- NO CLASS (Spring Break)

MARCH 21:  
- MOVIE: “Lost in Detention”

**NO READINGS**

MARCH 28:  
- 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 4:  
- Economic Impact of Immigration
READINGS
- Adding It Up: Accurately Gauging the Economic Impact of Immigration Reform (Ojeda & Robinson, May 2013)
- The Labor & Output Declines from Removing All Undocumented Immigrants (American Action Forum, 2016)
- Facts About Immigration & the U.S. Economy (Economic Policy Institute, August 12, 2014)

APRIL 11: - Current Topics

READINGS:
- TBD

APRIL 18: - Agricultural Workers
- Day Laborers
- Review for Final Exam

READINGS
- Summary of Federal Laws & Regulations Affecting Agricultural Workers (U.S. Dept. of Agriculture, 2002)
- “All Work and No Pay:” Day Laborers, Wage Theft, and Workplace Justice in New Jersey (Seton Hall Law School, January 2011)

APRIL 25: FINAL EXAM (not cumulative)

NO READINGS

(Date revised: 01/12/2018)