

## **COSC 3050, Spring 2016**

### **Visas/Immigration/Emigration**

#### **Case 1**

You are working for a major software firm. It has been 4 years now, you like the work, you like the people but the pay could be better. You picked up a copy of an industry magazine to read when things were slow. It is lunch time and you have been reading an article on agile development. You turn the page and there is full page add for a software firm that is hiring for multiple positions, and one of the skill areas is what you have been doing the last 4 years! The quoted starting pay is about 30% more than you are making now and it has promises of increases at 6 and 18 months, with “regular increases” thereafter and there will be promotion opportunities for highly motivated people. The only catch is that it is in Kazakhstan, but you are NOT required to know either Kazakh or Russian. The fine print in the add says that well-qualified applicants must be able to obtain a 3 year work visa and that such visa will normally be extended for another 3 year period. Would you be will to go? Why or why not?

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#### **Case 2**

You are leading a software development team that has a pretty good reputation in the organization. Then you get a call into Human Resources. Pretty sure you have not harassed, discriminated, performed unethical acts, and are current on your child support payments, you head down the hall with a light heart. Arriving at HR, you are directed to the office of the Director of Hiring and Recruitment. After a hand shake, an offer of a seat at a small table, and something to drink (you decline) the Director gets down to business.

“You have been asked here because of your team’s good performance and because of feedback that indicates that you are well-qualified, open minded, and fair. So what would you think of bringing in some new people? We are going to add four more positions. And we are very seriously considering bringing in at least two of those people on H1-B visas. What do think and how do you think your group and peers would react?”

What would you reply? Do you think your answer would change if the “add four more positions” was left out?

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#### **Case 3**

Your company has been hiring foreign workers on H1-B visas for several years now. There are only 3 or 4 at any one time and all of them that you have interacted with (and that was pretty minimal) have seemed “nice.” It is Thursday and your supervisor just came to your workspace and told you that a new foreign worker was coming in two weeks and that person would be on your development team. Would you be their mentor/tutor until they get a feel for the area and the job? You do not have to help with housing, that is taken care of, but where to shop, restaurants, that kind of thing. HR has some material that can help get you lined out on what to do. Let me know on Monday.

What do you say on Monday and why?

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#### **Case 4**

Your company has been hiring foreign workers on H1-B visas for several years now. There are only 3 or 4 at any one time and all of them that you have interacted with (and that was pretty minimal) have seemed “nice.” Your team (no foreign workers) just released a new product and the media was present for the “roll out.” It was a pretty big deal and the powers that be sprang for some sparkling wine (too cheap for Champagne). You have had one glass and started on a second. Through the swirl of the celebration you are talking with someone you do not recognize. Just chatting. Your companion asks about the foreign workers at the company, how many, what are they like, you know, small talk.

What do you do or say?

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#### **Case 5**

You are hired into a firm that is a nationally recognized leader in office productivity software. You have been on the job for a few weeks, like it, and feel like you are really starting to settle in. It is Friday and one of your co-workers, Meryl, says that there is group going out to Fridays for a few drinks and would you like to come along. You do not really know Meryl but you are both in the cube farm. This is the first time anyone has asked you to participate in any extra curricular activity. So you jump at the chance to get to know the others better even though you do not drink alcohol.

About 6:30, most of the others (there are five) have had a couple of drinks and are starting to get a little louder and somewhat silly. Then Meryl starts making comments about a couple of co-workers you have met and one of other the team leaders (no team leaders are present). None of the three being discussed are native (born here) Americans. The comments are pretty harsh. The rest of the people at the table are not disagreeing and in fact some are very supportive of the comments. Then, Meryl asks your opinion of these people.

What do you say or do?

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#### **Case 6**

You have been a programmer at a small firm that is being merged with a larger corporation. The buyers have a pretty good reputation in the industry. You are currently in a meeting of all the IT workers. A couple of representatives from the new parent are discussing benefits, work expectations, ethics, all the necessary stuff before the merger. Then a couple more people take the floor. They introduce themselves as workers and union reps in the parent firm. One of them is part of the IT department and the other represents people from administrative services. They are making it clear that the new organization is a union shop and you will be required to join an appropriate union when the merger is finalized. By the way, the IT folks are part of the “Wobblies”, the IWW (International Workers of the World).

You have never been part of a union, but do not see a big deal about it. Then these representatives start talking about temp employees. All temps will have to join the unions too. But, only US citizens or permanent residents are eligible for membership. You have three co-workers who are here on H1-B visas (they are all trying to get green cards prior to citizenship). These three have become a very effective part of your organization, get on well with everyone, and have many friends (including you) in the firm. One of them asked and the representatives stated in no uncertain terms that they could not join the union, and they would have to leave the company once the merger completed (4 weeks from now).

What do you do: stay with the company (you really like the job and the pay is quite good) or leave due to the new restrictive employment policies?