CIENCENAS 2018
WELCOME

On behalf of all of us at Centro de los Derechos del Migrante, Inc. (CDM), I would like to extend a warm welcome to CDM’s annual Cien Cenas – or 100 Dinners – celebration.

Year after year, Cien Cenas has raised crucial funding and awareness in support of migrant workers' rights. Cien Cenas is also an opportunity to recognize the contributions of individuals like you, who make our work possible.

Since 2005, CDM and the migrant workers we serve have been fortunate to count on the generosity of thousands of volunteers and donors who invest their talents, money, time, and energy into CDM’s programs. We’re so grateful for all that you do!

In this packet, you will find tips and resources for hosting a successful Cena. We hope you'll join us this fall by organizing an event in your community!

Please feel free to reach out to us by sending an email to info@cdmigrante.org or by calling us toll-free at 1.855.234.9690.

With gratitude,

Rachel Micah-Jones
Executive Director
Every year, hundreds of thousands of women and men leave their homes in Mexico to travel to the United States for work, risking their health, safety, and sometimes their lives in order to provide for their families.

Migrant workers are often employed in low-wage, high-risk jobs. They routinely face recruitment and workplace abuse, including wage theft, intimidation, hazardous working conditions, and labor trafficking.

Many migrant people do not have access to information about their rights before traveling to the United States to work. Workplace violations often go unreported due to well-founded fears of employer retaliation, including deportation. Moreover, thousands of migrant workers who return to their communities in Mexico each year face substantial barriers to accessing justice for U.S. labor rights violations.

At CDM, we work to address the myriad of injustices that migrant women and men face during their recruitment and employment. As a transnational migrant workers’ rights organization headquartered in Mexico City, with offices in Juxtlahuaca, Oaxaca and Baltimore, Maryland, CDM works on both sides of the U.S.-Mexico border to help migrant workers identify, prevent, and address abuse.

Our innovative, comprehensive approach to improving workplace and recruitment conditions for migrant workers includes conducting pre-departure, know-your-rights trainings in migrant-sending communities; supporting migrant worker organizing and leadership development; providing critical legal services to workers whose rights are violated; and leading worker-driven advocacy campaigns for labor and immigration policy reform. We believe that standing with migrant workers is key to protecting the rights and dignity of all workers.
WHAT IS CIEN CENAS?

Our annual Cien Cenas campaign celebrates the anniversary of CDM’s founding on Labor Day in 2005, the fall harvest season, and the Day of the Dead (Día de Muertos in Spanish), a Mexican holiday that falls on November 2nd, on which we commemorate the lives of our ancestors and personal heroes. The season surrounding the autumn harvest is a fitting backdrop for Cien Cenas, in which we honor workers and their sacrifices.

THIS YEAR’S THEME:

FOOD INDUSTRY WORKERS

This year, on CDM’s 13th anniversary, we celebrate people who sustain our food chain — from the women who pick crab meat on Maryland’s Eastern Shore and the men who harvest onions in Nevada to farmworkers who pick blueberries in New Jersey and build hog pens in Iowa. We honor those men and women who have overcome injustice, and we stand with them against the grave challenges they continue to face.

67% of the labor complaints CDM has received in 2018 come from workers in our food production and service chains.

Food workers across industries reached out to us to speak out against injustice. Farmworker women in California reported sexual harassment. TN animal scientists in Georgia complained about discrimination. A grieving family confided in us after the death of a sugarcane harvester. A J-1 restaurant worker testified publicly about suffering wage theft in Maryland. Sweet potato farmers in Mississippi raised their voices about squalid housing. An injured farmworker in New Jersey spoke out when he was forced to work against his will.

These men and women are standing up for their rights and inspiring others to do the same. We hope you will invite migrant worker leaders to your table, represented by their favorite dishes and by sharing their stories.
ORGANIZING
a Día de los Muertos-themed CENA

_Día de los Muertos_ is a holiday celebrated in Mexico as we settle into the fall and prepare for the winter ahead. This holiday, which coincides with the Catholic feast days called All Souls’ Day and All Saints’ Day, fuses indigenous beliefs and traditions of honoring deceased loved ones.

Food is an important part of any _Día de los Muertos_ celebration. Below you can find the stories and favorite recipes of migrant worker leaders.

Contact us at info@cdmigrante.org if you’d like to find out more about this holiday!
outside world. The stress and isolation finally took its toll, and one day, Daria collapsed, unconscious. At the hospital, she was diagnosed with deep emotional distress. Eventually, she found strength in a church group, whose members prayed with her and gave her encouragement.

DARIA’S BOCOLES

**INGREDIENTS**
- 16 OZ BLACK BEANS
- 1 JALAPEÑO
- 1 TSP CUMIN
- 1 TSP MINT
- 1 TSP OREGANO
- 1 TSP CLOVE
- 1 CLOVE OF GARLIC
- ½ CUP ONION

**To make the filling:**
1. Cook the black beans.
2. Then, fry the beans in the lard. Add the spices, garlic and onion until a paste is formed.

**To make the bocoles:**
1. Mix the masa and salt. Add lard. Add warm water to knead into a dough until it is very soft. When in it is ready, the dough should feel like it inflates slightly.
2. Heat the comal to medium heat.
3. Shape dough into small balls. Roll them out to form small, thick tortillas approximately 6-8cm (2.5 to 3 in) in diameter and approximately 1 cm (0.5 in) thick.
4. Brown the bocoles in the comal on one side and then the other over a medium heat. If the dough is of a good consistency, the bocoles should open on their own while cooking. If not, open them and fill with the beans. Serve hot.

DARIA

H-2B VEGETABLE PACKER IN GEORGIA FROM SAN LUIS POTOSÍ

Daria fought to find a recruiter that would give her the opportunity to work in the US. Recruiters charged money for the opportunity to work, so Daria had to take out loans. She landed an agricultural position, but immediately found that her work and pay did not meet expectations. While men were sent to harvesting jobs with H-2A visas, women like Daria were given H-2B visas and were assigned to sorting vegetables.

Earning 10% less per hour than promised, Daria and her female colleagues only worked three to five hours per week – a far cry from the 40-hour workweek described. When work was scarce, Daria watched as the supervisor picked up the men for work, leaving the women behind to clean their dormitories. The company also took Daria’s passport from her, retaining it until the end of the season.

Daria’s worksite was so remote that workers had no choice but to rent rooms in company-provided housing. The dormitories were poorly equipped for mixed-gender living. The bathroom, which both men and women shared, was a common room of stalls, with only a door to the outside.

“IT WAS A PIGSTY. THERE WAS NO DOOR. I CRIED A LOT BECAUSE EVERYTHING WAS TERRIBLE – I HAD TO SLEEP ON THE FLOOR AND I SUFFERED BACKACHES AND COULDN’T SLEEP. THE FLOOR WAS VERY DIRTY. THOSE WHO HAD WORKED THERE LONGER WERE BETTER OFF BECAUSE THEY MANAGED TO BUY MATTRESSES.”

Daria and her female co-workers had little communication with their families or with the
In the future, I would like for there to be more supervision of these companies. When the authorities visit the field site, our supervisor forces us to answer differently from the reality.

**BALDEMAR**

H-2A, HARVESTER IN OKLAHOMA
FROM: HIDALGO

My name is Baldemar Martinez and I’m from Chapulhuacan, in Hidalgo, Mexico. I’m 29. Since the age of 19, I’ve worked seasonally in the United States. I’ve worked in Oklahoma, Michigan, and Georgia. I plant, pick, and pack peppers.

Over the past three years, I’ve noticed the farm labor contractor make several problematic changes. For example, they refuse to cover the medical expenses and transfers of injured workers. Further, I do not work the hours promised in the contract, which states that we will typically work 40 hours a week. In reality, we work more than 40 hours without overtime pay. When there is a lot of work, we may work as many as 70 or 80 hours a week. I think overtime is a worker’s right and it should be the employer’s obligation to pay overtime.

**EVEN THOUGH, THANKS TO CDM, I KNOW OF MY RIGHTS, I STILL FEAR FILING A COMPLAINT BECAUSE I DO NOT WANT TO loose MY JOB.**

**BALDEMAR’S PORK AND NOPALES IN GREEN SAUCE**

**INGREDIENTS**
- 1 KG (2.2 LBS) OF TOMATILLOS
- ¼ OF A SERRANO PEPPER
- 1 CLOVE OF GARLIC
- CUMIN
- 1 KG (2.2 KG) OF PORK CHOPS
- NOPALES (CACTUS PADS)
- VEGETABLE OIL (FOR FRYING)

1. Boil the pork chops. Once it is cooked, cut into chunks and fry.
2. To make the salsa verde, cook the tomatillos and serrano pepper. Once cooked, grind together with the garlic and cumin.
3. Peel the nopales. Cut them into chunks and cook them.
4. When the pork has been fried, add the nopal chunks and cook together for five minutes so the flavors can mix. After five minutes, add the salsa verde and cook together for another five minutes.
MARYLAND HAS A CHANCE TO CHANGE THE LAWS TO BETTER PROTECT US.

I speak not only for me, but for the other migrant workers who travel to the US.

MARIA’S ENCHILADAS POTOSINAS

INGREDIENTS
- 2 ANCHOS CHILIES
- SALT AND PEPPER
- OIL FOR FRYING
- 4 RED TOMATOES
- 1 TOMATILLO
- 2 SERRANO PEPPERS
- 2 GUAJILLO CHILIES
- 1/2 KG (1.1 LBS)
  MASA (CORN MEAL)
  FOR TORTILLAS
- 1/2 ONION
- 2 TBSP LARD
- 11 OZ QUESO FRESCO
- 4 OZ QUESO AñeJO
- 1/2 CUP SOUR CREAM
- 1 CUP LETTUCE
- 1 AVOCADO

1. Boil the tomatoes, tomatillo, and guajillo chilies with a little water. Blend.
2. Sautée the onion, chopped finely, in the large. Add the blended chilies, tomatoes and tomatillo and a small ball of masa in order to thicken the sauce. Add salt and pepper to taste. Add the queso fresco and set aside.
3. Mix the masa with ancho chilies (previously soaked and ground with some salt). Shape dough into small balls and keep covered with a damp cloth.
4. Make small tortillas with the balls of dough and brown over a lightly greased comal. When they are nearly done, add the cheese filling and fold over. Press the edges together as if they were quesadillas. Wrap in a cloth and place the enchiladas in a tortillero or basket with a lid, tightly covered so they finish cooking.
5. Before serving, fry the enchiladas and remove the excess oil with a paper towel.
6. Add sour cream, sliced lettuce, avocado, and shredded queso añejo.

"MARIA"

H-2B, CRAB PICKER IN MARYLAND
FROM: EJIDO PALOMAS, SAN LUIS POTOSÍ

I have worked twice in Maryland as a crab picker in the H-2B program. I came to the U.S. to support my family. We are from San Luis Potosí, an area without water. Without water, there is no harvest. We live in a constant state of vulnerability. The company advertised the job as a way to make a better income than what I could earn in Mexico. I was excited by the opportunity to work in the US, but it was not as I was told.

Women are at a disadvantage in this industry, we are always assigned the worst paying jobs by the recruiter, even though we are just as able as men. At the time of recruitment, I was promised 40 hours a week, and even a few extra weekend shifts when possible. Within a few weeks of starting my job, I was only offered fewer than three full days a week. After a few hours on the job, the women would be sent home, and the men would continue working. Men are given more hours of work at higher rates of pay. I did not voice my complaints to my manager, fearing I would be fired for speaking out.

Today, I share my story anonymously because of my fear of retaliation from previous and future employers. It is common knowledge among migrant workers that you cannot speak out against your employer. A complaint will end your career in the US, sometimes not only with that company. Everyone says that if you bring up any issue with your employer, your name is sent to all companies who hire guest workers so that you will never be hired again.

I CANNOT AFFORD TO LOSE THIS JOB.
IT IS MY LIFELINE.

As migrant workers, we work in the US under the illusion that we will be able to improve our lives but recruiters mislead us.
By participating in Cien Cenas, you are helping support a crucial fundraising initiative that allows CDM to further advocate for migrants’ rights.

**THIS YEAR, OUR GOAL IS TO RAISE $30,000 TO FULLY FUND AN INTAKE WORKER POSITION.**

When migrant workers suffer abuse, CDM’s Intake, Evaluation, and Referral program offers them critical support to defend their rights. When a worker reaches out to CDM with a question or a problem, our legal team conducts a confidential legal interview, or “intake,” to document and assess workers’ complaints. Upon evaluation, CDM’s intake staff help workers analyze their legal options, connect them with services, and provide support along the way.

“INTAKES ARE A DIRECT AND EFFECTIVE WAY TO EMPOWER MIGRANT WORKERS, TO EDUCATE THEM ABOUT THEIR RIGHTS AND TO ENCOURAGE THEM TO CHOOSE TO DEFEND THEM.”

LILIÁN LÓPEZ

While our intake program is a core component of CDM’s work, it is largely unfunded. Any contribution you can make this Cien Cenas season will make an important difference to ensuring we can continue to provide free, expert legal support to migrant workers each and every day.
CDM speaks with hundreds of workers every year -- from berry pickers in California and waiters in Pennsylvania, to dairy workers in Wisconsin and landscapers in Texas. This year’s campaign honors food industry workers, who in 2018 make up \( \frac{2}{3} \) of CDM’s intakes. The following quotes from CDM’s outreach team illustrate the impact of our intake efforts across the full spectrum of working contexts.

“**ONCE, A WORKER WAS IN LINE TO PAY A $1500 FEE TO A RECRUITER. HE HAPPENED TO CALL US, AND I WAS ABLE TO HELP HIM REALIZE IT WAS A FRAUD. HE LEFT THE LINE JUST IN TIME.**”

*REBECA RODRIGUEZ*

“**INTAKES ALLOW WORKERS TO EXPRESS THEMSELVES, TO SHARE A PART OF THEIR LIVES WITH US, TO HAVE THEIR VOICES HEARD... EVERY WORKER WHO COMES INTO CONTACT WITH CDM KNOWS THAT THEY ARE NOT ALONE.**”

*ADELINA VÁSQUEZ*

“**I REMEMBER ONE INTAKE WITH A FARMWORKER IN TEXAS. HE AND HIS FELLOW WORKERS DID NOT HAVE ACCESS TO SUFFICIENT FOOD AND WATER, AND THEIR EMPLOYER WAS VIRTUALLY TRAPPING THEM ON HIS LAND. THROUGH OUR INITIAL INTAKE, WE WERE ABLE TO REFER THE CASE TO BOTH A LEGAL SERVICE ORGANIZATION AND, EVENTUALLY, LOCAL AUTHORITIES TO INVESTIGATE POTENTIAL HUMAN TRAFFICKING VIOLATIONS.**”

*N A O M I C A M P B E L L*
HOW TO DONATE

In addition to providing a fun and inspiring occasion for gathering with your friends and family members, the cena is also a critical opportunity to help sustain CDM's work. Here are some tips for properly managing the donations you receive.

ONLINE

The easiest way for your guests to make donations is online at: cdmigrante.org/donate and click on the orange “Donate to Cien Cenas” button. Donors can give to CDM with a credit or debit card or PayPal account.

CHECKS & CASH

Guests can also donate using checks or cash. Hosts can collect cash or checks and completed donation forms and mail them to:

Centro de los Derechos del Migrante, Inc.
10 E North Avenue, #9
Baltimore, MD 21202

Please ask any guests who choose to make donations with cash or a check to complete a donation form (included below) so that we can keep a record of their donation and properly thank them and provide a donation receipt for a tax purposes (for donations made in the U.S. only).

QUESTIONS?
PLEASE CONTACT INFO@CDMIGRANTE.ORG OR CALL 1.855.234.9699.

THANK YOU FOR ALL OF YOUR SUPPORT! WE HOPE YOU HAVE A WONDERFUL CENA.
MAIL-IN DONATION FORM

Donor Information

Full name: ________________________________________________________________

Mailing Address: __________________________________________________________

STREET ___________________________________________ APARTMENT/UNIT # ____________

CITY ___________________________________________ STATE _________ ZIP CODE ____________

Phone: ___________________________ ☐ HOME ☐ CELL ☐ WORK

Email: ________________________________________________________________

Donor Information

☐ I donated to CDM via PayPal on ______________________ DATE

☐ Enclosed is a check for $ ____________

☐ I left a $ ____________ cash donation with ______________________________________ NAME OF HOST/HOSTESS

Acknowledgment Information

Please use the following name(s) in all acknowledgements:

__________________________________________________________________________

Please send my donation receipt via: ☐ EMAIL ☐ MAIL

Mail this form to:
Centro de los Derechos del Migrante, Inc.
10 E. North Avenue, #9
Baltimore, Maryland 21202

Thank you for supporting CDM in the fight for justice for migrant workers!

CDM is registered as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code. Your contribution may be tax-deductible to the extent allowed by law. Our tax identification number is 20-2588279. Our audited financial statements are available upon request.
¡GRACIAS!

From all of us at CDM, we’re incredibly grateful for all that you to do support migrant workers’ rights.