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<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
<i>United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts</i>	1	OCAHO	73	(1989)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285 a	(2018)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1071	(2001)
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<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	(1994)
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<i>United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	(2018)
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<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	798	(1995)
<i>United States v. Giambli Enterprises</i>	5	OCAHO	807	(1995)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<i>United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	(2018)
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<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	645	(1994)
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	(1994)
<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO	776	(1995)
<i>United States v. Marcos Iniguez-Casillas</i>	6	OCAHO	870	(1996)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
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<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)
<i>United States v. Moses Sportswear, Inc.</i>	6	OCAHO	841	(1996)
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)
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<i>Olimpia Tovar v. United States Postal Service</i>	4	OCAHO	650	(1994)
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<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
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<i>United States v. Naim Ojeil &amp; Samoeil Ishk</i>	7	OCAHO	984	(1998)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
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<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	651	(1994)
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<i>In re Investigation of Creative Resource Personnel, Inc.</i>	12	OCAHO	1299	(2017)
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
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<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. 1010 Morris Avenue Food Corporation</i>	6	OCAHO	885	(1996)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	4	OCAHO	718	(1994)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)

<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Four Star Knitting, Inc.</i>	5	OCAHO	815	(1995)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	914	(1997)
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B &amp; F Golf Services, Inc.</i>	6	OCAHO	851	(1996)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	914	(1997)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Kumar</i>	6	OCAHO	833	(1996)
<i>United States v. Lambok Sihombing</i>	7	OCAHO	944	(1997)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	905	(1996)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO	805	(1995)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)

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<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	863	(1996)
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## Unpublished Decisions Lack Precedential Value and Should Not Be Cited/Relied On In Other Cases

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express* 11 OCAHO 1220 (2014)  
Untimely Filing

*Ernestina C. Lopez v. James Jung, Hallmark Cleaners* 10 OCAHO 1171 (2013)

*Salim J. Hajiani v. Ali Properties, LLC, Airport Shell* 10 OCAHO 1188 (2013)

*Sall v. Wal-Mart Stores, Inc.* 10 OCAHO 1161 (2012)

### Withdrawal

*United States v. Continental Sports Corporation* 5 OCAHO 799 (1995)

*United States v. Esther Flores-Martinez* 4 OCAHO 647 (1994)

*United States v. Green Plaza, Inc.* 4 OCAHO 618 (1994)

*United States v. Kanon Associated Services, Inc.* 5 OCAHO 800 (1995)

*United States v. Mark's Electrical Contracting Corporation* 4 OCAHO 641 (1994)

*United States v. Nancy Mubarki* 5 OCAHO 816 (1995)

*United States v. Pan American Supply Company, Inc.* 5 OCAHO 804 (1995)

*United States v. Renato Parondo Jaque* 6 OCAHO 823 (1995)

### Work Authorization

*United States v. Armando Alvarez-Suarez* 4 OCAHO 655 (1994)

*United States v. Jonel, Inc.* 8 OCAHO 1008 (1998)

## ADMINISTRATIVE PROCEDURE ACT

### Evidence

*United States v. Kumar* 6 OCAHO 833 (1996)

*United States v. Snack Attack Deli, Inc.* 10 OCAHO 1137 (2010)

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<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	216	(1990)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	245	(1990)
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<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	623	(1994)
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<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
<b>ADMINISTRATIVE REVIEW</b>				
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<i>United States v. Big Bear Market</i>	1	OCAHO	55	(1989)
<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO	120	(1990)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	129	(1990)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	108	(1989)
<i>United States v. Francois Kissel, Owner d/b/a Maximilien-In-the-Market</i>	1	OCAHO	62	(1989)
<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	280	(1990)
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	80	(1989)
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	772	(1995)

<i>United States v. Lea's Party Rentals, Inc.</i>	1	OCAHO	124	(1990)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	47	(1989)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	184	(1990)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
<i>United States v. Shine Auto Service</i>	1	OCAHO	102	(1989)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	112	(1989)
<i>United States v. United Pottery Manufacturing &amp; Accessories, Inc.</i>	1	OCAHO	57	(1989)
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<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
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<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263 a	(2015)
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<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
CAHO May Deny Request for Review If Filing and Service Is Not Timely				
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247 a	(2015)
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<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	973	(1997)
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<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263 a	(2015)
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<i>United States v. Christie Automotive Products</i>	2	OCAHO	365	(1991)

<i>United States v. Cordin Company</i>	10	OCAHO	1162		(2012)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	159		(1990)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	a	(2015)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	303		(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	312		(1991)
<i>United States v. Power Operating Company</i>	3	OCAHO	561		(1993)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	182		(1990)
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185		(2013)

Documents are not Considered Filed Until Received By OCAHO

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	a	(2015)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200		(2013)

Filing and Service

<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185		(2013)
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Form of Request

<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183		(2013)
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Generally

<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44		(1989)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	358		(1991)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	829		(1995)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573		(1993)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	696		(1994)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783		(1995)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63		(1989)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	212		(1990)

<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	(1993)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Power Operating Company</i>	3	OCAHO	561	(1993)
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<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
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<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 a	(2016)
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
Modification(s)				
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	382	(1991)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	(1991)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Charles C. W. Wu d/b/a Airport Budget Hotel</i>	3	OCAHO	434	(1992)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chuy's Paint &amp; Body Shop</i>	1	OCAHO	19	(1988)
<i>United States v. Coastal Transportation, Inc.</i>	1	OCAHO	27	(1988)
<i>United States v. Coastal Ventures, Limited d/b/a Wendy's/Daly, Limited</i>	1	OCAHO	23	(1988)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	4	OCAHO	717	(1995)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)

<i>United States v. Elsinore Manufacturing, Inc.</i>	1	OCAHO	13	(1988)
<i>United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez</i>	5	OCAHO	732	(1995)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. La Luna Azul</i>	1	OCAHO	14	(1988)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Leticia Cruz-Mandoza</i>	5	OCAHO	750	(1995)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
<i>United States v. Mohammed Noorealam</i>	5	OCAHO	797	(1995)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO	329	(1991)
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO	339	(1991)
<i>United States v. Old Town Mexican Café</i>	1	OCAHO	15	(1988)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Patricio Torres, Individually and d/b/a Superior Roof Services</i>	1	OCAHO	83	(1989)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Prestige Landscapes</i>	1	OCAHO	16	(1988)
<i>United States v. Rainbow Steel Company</i>	1	OCAHO	17	(1988)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. Simon Osagie Iyawe</i>	5	OCAHO	744	(1995)
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<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)

Request for Review Filed After Ten-Day Deadline is Untimely Unless Equitable Tolling Applies

*United States v. Buffalo Transportation, Inc.*

11 OCAHO 1263 a (2015)

*United States v. Chen Wilmington, Inc.*

11 OCAHO 1241 (2015)

*United States v. Horno MSJ, Ltd., Company*

11 OCAHO 1247 a (2015)

Request for Review Must Be Timely Filed and Served to Give Opposing Party Time to Respond

*United States v. Buffalo Transportation, Inc.*

11 OCAHO 1263 a (2015)

*United States v. Horno MSJ, Ltd., Company*

11 OCAHO 1247 a (2015)

Requests for Review Must Be Filed and Served by Expedited Delivery Methods

*United States v. Buffalo Transportation, Inc.*

11 OCAHO 1263 a (2015)

Review Limited to Issues Contained in the Request for Review

*United States v. M & D Masonry*

10 OCAHO 1215 (2014)

Show Cause

*United States v. Armando Alvarez-Suarez*

4 OCAHO 699 (1994)

Summary Decision

*United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service*

5 OCAHO 760 (1995)

The CAHO Is Authorized to Apply a De Novo Standard of Review to the ALJ's Decision

*United States v. Buffalo Transportation, Inc.*

11 OCAHO 1263 a (2015)

*United States v. Durable, Inc.*

11 OCAHO 1231 (2014)

*United States v. Romans Racing Stables, Inc.*

11 OCAHO 1232 (2014)

*United States v. The Red Coach Restaurant, Inc.*

10 OCAHO 1200 (2013)

*United States v. Vilardo Vineyards*

11 OCAHO 1248 (2015)

Timeliness

<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
<i>United States v. Cordin Company</i>	10	OCAHO	1162	(2012)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	181	(1990)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247 a	(2015)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	785	(1989)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	182	(1990)
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)

#### Vacation(s)

<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
<i>United States v. Casa Lupe</i>	1	OCAHO	31	(1988)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Shine Auto Service</i>	1	OCAHO	70	(1989)
<i>United States v. Tenampa Ballroom</i>	1	OCAHO	34	(1988)
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)

#### ADMISSIONS

ALJ May Consider Admissions on File for the Basis of Summary Decision

<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
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Amended

<i>United States v. Tempo Plastic Company, Inc.</i>	8	OCAHO	1010	(1998)
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Generally

<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	798	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
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<i>United States v. Silvio Vasquez-Guerrero d/b/a The Vasquez Company</i>	1	OCAHO	37	(1988)
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<i>United States v. Columbia Sportswear Manufacturers, Inc.</i>	5	OCAHO	808	(1995)
<i>United States v. Continental Forestry Service</i>	6	OCAHO	836	(1996)
<i>United States v. Cordin Company</i>	10	OCAHO	1162	(2012)
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<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	681	(1994)
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<i>United States v. Williams Produce, Inc.</i>	4	OCAHO	671	(1994)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Monica Zapata-Cosio</i>	4	OCAHO	685	(1994)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)
Untimely Filing				
<i>United States v. A &amp; A Maintenance Enterprise, Inc.</i>	6	OCAHO	852	(1996)
<i>United States v. A &amp; B Carpet Steam Cleaning &amp; General Services, Corporation</i>	1	OCAHO	244	(1990)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
<i>United States v. Charles K. Bickford, Individually and d/b/a The Doll House Lounge</i>	1	OCAHO	69	(1989)
<i>United States v. Continental Sports Corporation</i>	4	OCAHO	640	(1994)
<i>United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor</i>	1	OCAHO	81	(1989)

<i>United States v. Dynasty 21 Car Wash, Inc.</i>	1	OCAHO	282	(1990)
<i>United States v. Edith Fine</i>	1	OCAHO	97	(1989)
<i>United States v. Edith Fine</i>	1	OCAHO	116	(1989)
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	(1992)
<i>United States v. Florencio Govea</i>	1	OCAHO	40	(1989)
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	(1989)
<i>United States v. Lawrence H. Harrold d/b/a Diamond Pallet Company</i>	1	OCAHO	114	(1989)
<i>United States v. Martinez Cleaning Company, Inc. d/b/a Martinez Cleaners</i>	1	OCAHO	121	(1990)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
<i>United States v. Redwood Office Products, Inc.</i>	1	OCAHO	193	(1990)
<i>United States v. Shine Auto Service</i>	1	OCAHO	70	(1989)
<i>United States v. Yakoff Vshivkoff d/b/a Northwest Reforestation Connections Company</i>	1	OCAHO	88	(1989)

#### ANTI-INJUNCTION ACT

##### Subject Matter Jurisdiction

<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)

##### Tax Protester

<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
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#### ARBITRATION

##### Enforcement

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1096	(2003)
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##### Federal Arbitration Act

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1096	(2003)
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## Generally

*Jenlih John Hsieh v. PMC - Sierra, Inc.*

9 OCAHO 1096 (2003)

## Motion to Compel

*Jenlih John Hsieh v. PMC - Sierra, Inc.*

9 OCAHO 1096 (2003)

## Unconscionability

*Jenlih John Hsieh v. PMC - Sierra, Inc.*

9 OCAHO 1096 (2003)

## Waiver

*Jenlih John Hsieh v. PMC - Sierra, Inc.*

9 OCAHO 1096 (2003)

## ATTORNEY

## Appearance

*James R. Cook v. Pro Source, Inc.*

7 OCAHO 960 (1997)

*Johnson v. Florida Power Corporation*

7 OCAHO 981 (1997)

*United States v. Esther Flores-Martinez*

4 OCAHO 647 (1994)

*United States v. Green Plaza, Inc.*

4 OCAHO 618 (1994)

*United States v. Midtown Fashion, Inc.*

4 OCAHO 665 (1994)

*United States v. Mourad Abu Remileh*

4 OCAHO 680 (1994)

*United States v. Zia Gul Zekreya*

4 OCAHO 683 (1994)

## Attorneys Expected to Make Reasonable Effort to Ascertain and Follow Applicable Rules

*Terri Ann Jablonski v. Kelly Legal Services, et al.*

12 OCAHO 1282 (2016)

*Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI*

12 OCAHO 1272 (2016)

*Terri Ann Jablonski v. Yorkson Legal, et al.*

12 OCAHO 1273 (2016)

## Attorney's Ignorance of Readily Ascertainable Law Is Not Good Cause for Failing to File Answer

<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Attorney's Ignorance of the Law Generally Does Not Constitute Good Cause or Excusable Neglect				
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Clients May Be Held Accountable for the Acts and Omissions of Their Attorneys				
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Conflict of Interest				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
Duty To Tribunal				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1089	(2003)
Exclusion of Opposing Counsel				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
Filings By Attorneys Expected to Conform to Traditional Standards of Practice and Professionalism				
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	(2016)
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1273	(2016)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Generally				
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1089	(2003)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	713	(1994)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)

<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
Right to Counsel				
At Government Expense				
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
Substitution of Attorney				
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1034	(1999)
<i>United States v. Blueberry Hill Family Restaurant, Inc.</i>	4	OCAHO	704	(1994)
Withdrawal				
<i>United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.</i>	6	OCAHO	900	(1996)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	682	(1994)
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	905	(1996)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	904	(1996)
<i>United States v. Maria Celia Aispuro-Nunez</i>	5	OCAHO	745	(1995)
<i>United States v. Mark's Electrical Contracting Corporation</i>	4	OCAHO	641	(1994)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	657	(1994)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
<i>United States v. Mireya Pedraza-Guzman</i>	5	OCAHO	792	(1995)
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO	680	(1994)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
<i>United States v. Pan American Supply Company, Inc.</i>	5	OCAHO	804	(1995)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)

<i>United States v. Ziagul Zekreya</i>	4	OCAHO	683	(1994)
<b>ATTORNEY FEES</b>				
"Substantially Justified" EAJA Standard Does Not Apply in Private Cases Under Section 1324b				
<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254 a	(2015)
Application For Fees Must Include Time Expended and Rate At Which Fees Were Computed				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
Attorney Fees Can Be Awarded Only to a Prevailing Party				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
Attorney Fees Unavailable Where Government's Position Was Substantially Justified				
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
Authority of Chief Administrative Hearing Officer to Review				
<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
Award of Fees to a Respondent Not Appropriate Simply Because Complainant Did Not Prevail				
<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254 a	(2015)
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Pro Se				
<i>Elizabeth A. Kalil v. Utica City School District</i>	9	OCAHO	1103	(2003)
Fee Applicant Bears Burden of Showing the Reasonableness of Hours Worked and Rate Claimed				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
Fees Calculated By Lodestar Method				

<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
Generally				
<i>Anna J. Flores v. Daniel Dry Cleaners</i>	4	OCAHO	715	(1994)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	568	(1993)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)
<i>Gaylon D. Shepherd v. Sturm, Ruger &amp; Company, Inc.</i>	7	OCAHO	990	(1998)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jarvis v. AK Steel</i>	7	OCAHO	952	(1997)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Jose Jasso v. Danbury Hilton &amp; Towers</i>	3	OCAHO	566	(1993)
<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO	1134	(2010)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	306	(1991)
<i>United States v. Auburn University</i>	4	OCAHO	646	(1994)
<i>United States v. Auburn University</i>	4	OCAHO	662	(1994)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	216	(1990)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	270	(1990)
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO	119	(1989)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	864	(1996)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)

<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	308	(1991)
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	955	(1997)
Nonprevailing Party's Pro Se Status and Ability to Recognize Merit of Claim May Be Considered				
<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254 a	(2015)
Not Permitted as Sanction for Failure to Comply With Discovery Order				
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
OCAHO Practice Follows Dual Standard for Awarding Attorney's Fees in Cases Under Title VII				
<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254 a	(2015)
Prevailing Complainant Not Awarded Costs and Other Expenses				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
Prevailing Party				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
<i>Earl Russel Horne v. Town of Hampstead</i>	7	OCAHO	959	(1997)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	7	OCAHO	969	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>United States v. Auburn University</i>	4	OCAHO	688	(1994)
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	8	OCAHO	1016	(1998)
Prevailing Party Determination Requires Merits Decision or Consent Decree				
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)

Prevailing Party in Section 1324b Cases Generally Not Entitled to Costs and Incidental Expenses

*John A. Breda v. Kindred Braintree Hospital, LLC*

11 OCAHO 1225 (2014)

Prevailing Party is Presumed to be Entitled to an Award of Attorney's Fees

*John A. Breda v. Kindred Braintree Hospital, LLC*

10 OCAHO 1202 (2013)

Prevailing Plaintiff Is Presumed To Be Entitled To An Award of Attorney's Fees

*John A. Breda v. Kindred Braintree Hospital, LLC*

11 OCAHO 1225 (2014)

Prevailing Respondent Awarded Fees Only If Complaint is Without Reasonable Foundation in Law or Fact

*Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership*

11 OCAHO 1254 a (2015)

*John A. Breda v. Kindred Braintree Hospital, LLC*

11 OCAHO 1225 (2014)

*Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid*

12 OCAHO 1287 (2016)

Pro Se

*Chand Wije v. Barton Springs/Edwards Aquifer C.D.*

5 OCAHO 785 (1995)

*Jose Jasso v. Danbury Hilton & Towers*

3 OCAHO 566 (1993)

*Maria Fuentes v. Grace Culinary Systems*

6 OCAHO 873 (1996)

*Ramnik M. Trivedi v. Northrop Corporation and Department of Defense*

4 OCAHO 600 (1994)

Pro Se Litigant Is Not Entitled to Claim Attorney's Fees for Representing Himself

*John A. Breda v. Kindred Braintree Hospital, LLC*

10 OCAHO 1202 (2013)

Reasonableness Standard

*Charo's Corporation d/b/a Charo's Restaurant v. United States*

5 OCAHO 761 (1995)

*Earl Russel Horne v. Town of Hampstead*

7 OCAHO 959 (1997)

*Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.*

7 OCAHO 969 (1997)

Sovereign

<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
Substantial Justification				
<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
Supreme Court Holding				
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
Tax Protester				
<i>Gaylon D. Shepherd v. Sturm, Ruger &amp; Company, Inc.</i>	7	OCAHO	990	(1998)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	966	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	963	(1997)
<i>Russell M. Hamilton v. The Recorder</i>	7	OCAHO	978	(1997)
ATTORNEY/CLIENT				
Attorney Fees				
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	568	(1993)
<i>Errol Williams v. Lucas &amp; Associates</i>	1	OCAHO	254	(1990)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	255	(1990)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	266	(1990)

<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Jose Jasso v. Danbury Hilton &amp; Towers</i>	3	OCAHO	566	(1993)
<i>Juan Francisco Martinez v. Lott Constructors, Inc.</i>	2	OCAHO	323	(1991)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Omar Egal v. Sears Roebuck &amp; Company</i>	3	OCAHO	442	(1992)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	210	(1990)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	293	(1991)
<i>United States v. Weld County School District</i>	2	OCAHO	378	(1991)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)
<i>Yves Nguyen v. ADT Engineering, Inc.</i>	3	OCAHO	489	(1993)
Attorney Work Product				
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	6	OCAHO	911	(1997)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285 a	(2018)
Attorney-Client Privilege				
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285 a	(2018)
Business Records Used in Normal Course of Human Resource Duties Not Privileged				
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)

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<i>Alberto Izquierdo v. Victoria Nursing &amp; Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	(1992)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)

## Lay Representation

<i>Alberto Izquierdo v. Victoria Nursing &amp; Rehabilitation Center</i>	10	OCAHO	1131	(2009)
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## Privilege Claim

<i>In re Investigation of Wal-Mart Distribution Center, Subpoena</i>	5	OCAHO	788	(1995)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	6	OCAHO	911	(1997)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	643	(1994)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285 a	(2018)

## Burden of Demonstrating

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
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## Extent of Privilege

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
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## Generally

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
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## Waiver

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
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## Representation

<i>Alberto Izquierdo v. Victoria Nursing &amp; Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1034	(1999)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)

<i>John R. Alvarez v. Interstate Highway Construction</i>	2	OCAHO	385	(1991)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	3	OCAHO	543	(1993)
Generally				
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
Lay or Non-Attorney Representation				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
Lay Representation				
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
Substitution of Attorney				
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1034	(1999)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	79	(1989)
Withdrawal				
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	795	(1995)
<i>United States v. San Diego Semiconductors, Inc.</i>	1	OCAHO	179	(1990)
<b>AUTHORITY</b>				
Apparent or Implied				
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
Generally				
<i>In re Investigation of Valley Crest Tree Company, Subpoena</i>	3	OCAHO	579	(1993)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Limit Scope of Discovery				
<i>United States v. Swift &amp; Co.</i>	9	OCAHO	1073	(2001)

## Regulatory

<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	(1994)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)

## Sanctions

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
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<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)

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<i>Juan Antonio Martinez v. Ray's Bar-B-Que</i>	9	OCAHO	1120	(2005)
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## Document Abuse

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)

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<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	486	(1993)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)

## Mixed Motive Discrimination

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<b>BANKRUPTCY</b>				
Automatic Stay Provision of Bankruptcy Act Does Not Apply to Section 1324a Enforcement Proceedings				
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
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<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)
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<i>United States v. Agripac, Inc.</i>	8	OCAHO	1026	(1999)
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center</i>	1	OCAHO	135	(1990)
<i>United States v. DAR Distributing, Inc. d/b/a DAR Cabinets</i>	1	OCAHO	60	(1989)
<i>United States v. El Charro Avitia, Inc.</i>	7	OCAHO	971	(1997)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	264	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	298	(1991)
<i>United States v. Sparky's Waterfront Saloon, Inc.</i>	1	OCAHO	126	(1990)
<i>United States v. United Pottery Manufacturing &amp; Accessories, Inc.</i>	1	OCAHO	51	(1989)
<i>United States v. United Pottery Manufacturing &amp; Accessories, Inc.</i>	1	OCAHO	57	(1989)
<i>United States v. William L. Garcia d/b/a La Buena, Inc.</i>	7	OCAHO	950	(1997)
<b>BURDEN OF PROOF</b>				
All Facts and Reasonable Inferences Viewed In Light Most Favorable to Nonmoving Party				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
Burden of Production May Shift to Respondent to Controvert Government's Evidence				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)

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<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)

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<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1035	(1999)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	562	(1993)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)

<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	2	OCAHO	352	(1991)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	889	(1996)
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	676	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
<i>Yves Nguyen v. ADT Engineering, Inc.</i>	3	OCAHO	489	(1993)
Retaliation				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
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<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
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<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)
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<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Government Bears the Burden of Proof for Liability and Penalty				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)

<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Super 8 Motel &amp; Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Government Bears the Burden of Proof on Penalty and Aggravating Factors				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Government Bears the Burden of Proving Liability and Penalty By a Preponderance of the Evidence				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Government Bears the Burden of Proving Liability by a Preponderance of the Evidence				
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)

<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Government Met Burden of Proving Unauthorized Status of Some Employees				
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Government Must Prove Aggravating Factor by Preponderance of Evidence				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence				
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. Super 8 Motel &amp; Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
In Considering Non-Statutory Factor, Facts Must Support Favorable Exercise of Discretion				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
Mitigation				
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
Movant Bears Initial Burden to Demonstrate Absence of Genuine Issue of Material Fact				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Non-Statutory Factor Considered As Matter of Equity				

<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
Party Moving for Summary Decision Must Show There Is No Genuine Issue of Material Fact				
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
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<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO	1300	(2017)
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
Withdrawal				
<i>United States v. Auburn University</i>	4	OCAHO	662	(1994)
<b>CEASE AND DESIST</b>				
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<i>United States v. Chuy's Paint &amp; Body Shop</i>	1	OCAHO	19	(1988)
<i>United States v. National P.R. Engineer Corporation</i>	1	OCAHO	146	(1990)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
Liability Finding Under Section 1324b Requires Issuance of Cease and Desist Order				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
Paperwork Requirement(s)/Violation(s)				
<i>United States v. Chuy's Paint &amp; Body Shop</i>	1	OCAHO	19	(1988)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	28	(1988)
<i>United States v. Elsinore Manufacturing, Inc.</i>	1	OCAHO	5	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	28	(1988)
<i>United States v. National P.R. Engineer Corporation</i>	1	OCAHO	146	(1990)
<i>United States v. Patricio Torres, Individually and d/b/a Superior Roof Services</i>	1	OCAHO	83	(1989)
<i>United States v. Student Exchange International, Inc.</i>	1	OCAHO	117	(1989)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)

<i>United States v. USA Café</i>	1	OCAHO	429	(1989)
<b>CERTIFICATION</b>				
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<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
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<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	829	(1995)
Order(s)				
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	(1993)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
<i>United States v. Power Operating Company</i>	3	OCAHO	561	(1993)
<b>CHIEF ADMINISTRATIVE HEARING OFFICER</b>				
Affirmation(s)				
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	772	(1995)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
Authority and Jurisdiction to Review				
<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	381	(1991)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	181	(1990)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)

<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	184	(1990)
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	182	(1990)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	112	(1989)
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)

#### Certification(s)

<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
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#### Generally

<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	4	OCAHO	717	(1995)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	(1993)

#### Modification(s)

<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez</i>	5	OCAHO	732	(1995)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
<i>United States v. Mohammed Noorealam</i>	5	OCAHO	797	(1995)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
<i>United States v. Simon Osagie Iyawo</i>	5	OCAHO	744	(1995)

#### CITATION/CITATION PERIOD

Citation as Notice of Statutory Violation

<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
Generally				
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO	109	(1989)
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. The Body Shop</i>	1	OCAHO	149	(1990)
<i>United States v. Walia's, Inc. d/b/a Walia's Restaurant</i>	1	OCAHO	122	(1990)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)
Standard for Issuing a Citation (Reason to believe)				

<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. The Body Shop</i>	1	OCAHO	149	(1990)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)

## CIVIL MONEY PENALTY

Ability to Pay May Be Appropriate Factor to Consider In Assessing the Amount of the Penalty

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)

<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

#### Across-the-Board Enhancement for Presence of Only Some Unauthorized Workers Not Permitted

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)

#### Additional Factors That May Be Considered Are Party's Financials and Leniency to Small Businesses

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)

#### Aggravation

<i>United States v. Forsch Polymer Corporation</i>	10	OCAHO	1156	(2012)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Nebeker, Inc.</i>	10	OCAHO	1165	(2013)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Taste of China</i>	10	OCAHO	1164	(2013)

Government Must Prove Existence of Aggravation Factor by Preponderance of Evidence				
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
Lack of good faith				
<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
Aggravation - Lack of Good Faith				
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Modern Disposal Incorporated</i>	10	OCAHO	1175	(2013)
Aggravation Based on Employer's Size of Business				
<i>United States v. Modern Disposal Incorporated</i>	10	OCAHO	1175	(2013)
Franchisee/Franchisor				
<i>United States v. Siwan &amp; Brothers, Inc. d/b/a Subway #37616</i>	10	OCAHO	1178	(2013)
<i>United States v. Siwan &amp; Sons, Inc. d/b/a Subway #35029 and Subway #23095</i>	10	OCAHO	1179	(2013)
ALJ Can Consider Public Policy of Leniency to Small Entities				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort				
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Penalty				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach				

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable				
<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
ALJ In 1324b Case Looks At Nature and Circumstances of Violation and Respondent's Conduct During Case				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
ALJ Not Bound by ICE's Method of Calculating Penalties				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
ALJ Not Required to Make Individualized Findings Regarding Each Violation				
<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
An Employer Demonstrates Bad Faith by Paying Unauthorized Workers in Cash Under the Table				
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)
Applicable Penalty Range Depends on Date of Violations and Date of Assessment of Penalty				
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
Assessment of Penalty Greater Than Requested				
<i>United States v. Aid Maintenance Company, Inc.</i>	8	OCAHO	1023	(1999)
Bad Faith Found Where Employer Appeared to Intentionally Subvert Purposes of Section 1324a(b)				
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures				

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO	1189	(2013)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Two For Seven, LLC d/b/a Black &amp; Blue Restaurant</i>	10	OCAHO	1208	(2014)
Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Change of Corporate Ownership After a Violation Does Not Affect History of Violations Factor				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Civil Penalty Assessment for 1324b Cases Looks to the Totality of the Circumstances				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay				
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
Compliance				

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Definition				
<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
Deliberate Violation of Multiple Laws Governing Employer Conduct Merits Maximum Penalty				
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)
Difference in Seriousness of Violations May Be Reflected in the Final Penalty				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Document Abuse				
<i>United States v. Monfort, Inc.</i>	4	OCAHO	597	(1994)

<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
Document Fraud				
<i>United States v. Pedro Dominguez</i>	8	OCAHO	1000	(1998)
Double Jeopardy				
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
Eighth Amendment				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
Employer Knowledge of Employee's Unauthorized Status Not Necessary to Enhance Fine				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Employer's Previous Receipt of a Warning Notice Does Not Constitute History of Previous Violations				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Enhancement Factor Based on Whether Specific Individual was Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)

<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO	1189	(2013)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Excessive Fines Clause of Eighth Amendment Applies to Fines That Are Punitive				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Excessive Money Penalties				
<i>United States v. A&amp;J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. La Hacienda Mexican Café</i>	10	OCAHO	1167	(2013)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant</i>	10	OCAHO	1194	(2013)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	878	(1996)
<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO	1189	(2013)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1195	(2013)
Excessiveness Determined Relative to Characteristics of Offense, Not Offender				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Factors				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)

<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	992	(1998)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Pedro Dominguez</i>	8	OCAHO	1000	(1998)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
Failure to Complete I-9 Within Three Business Days is Serious Violation				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Prepare Form I-9 Among Most Serious Paperwork Violations				
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)

<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Failure to Prepare Form I-9 Generally Warrants Higher Penalty Than Do Errors or Omissions on Form				
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
Failure to Prepare I-9 Among Most Serious Paperwork Violations				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Prepare I-9 More Serious Than Paperwork Violations				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Failure to Present I-9 Forms Due to Loss Is Still a Serious Violation				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Properly Complete I-9 Less Serious Than Failure to Prepare or Present I-9				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Failure to Timely Prepare Form I-9 Is A Serious Violation				
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9				

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Generally				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. A-Plus Roofing, Inc.</i>	1	OCAHO	209	(1990)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	(1991)
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Busy Corner Sportswear, Inc.</i>	3	OCAHO	511	(1993)
<i>United States v. Camidor Properties, Inc.</i>	1	OCAHO	299	(1991)
<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO	453	(1992)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
<i>United States v. Chuy's Paint &amp; Body Shop</i>	1	OCAHO	19	(1988)
<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO	109	(1989)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	67	(1989)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	5	OCAHO	752	(1995)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)

<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	125	(1990)
<i>United States v. Dr. Merrill Cahn, D.P.M.</i>	1	OCAHO	127	(1990)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. El Azteca Dunkirk, Inc.</i>	10	OCAHO	1172	(2013)
<i>United States v. Elder Jerez d/b/a Green Scaping</i>	3	OCAHO	420	(1992)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	93	(1989)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	108	(1989)
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	887	(1996)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	315	(1991)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank &amp; Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Jesus Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant</i>	1	OCAHO	300	(1991)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	512	(1993)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO	712	(1994)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)

<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO	448	(1992)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	552	(1993)
<i>United States v. Monfort, Inc.</i>	4	OCAHO	597	(1994)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
<i>United States v. Neighbors of Hawaii d/b/a Tower of Power</i>	1	OCAHO	262	(1990)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	319	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	3	OCAHO	427	(1992)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Robert Griffin d/b/a Griff's Landscape</i>	1	OCAHO	50	(1989)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. San Ysidro Ranch</i>	1	OCAHO	183	(1990)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
<i>United States v. Sea Pine Inn, Inc. t/a Sea Pine Inn</i>	1	OCAHO	873	(1989)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	(1991)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)

<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO	191	(1990)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	445	(1992)
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO	422	(1992)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	449	(1992)
<i>United States v. Visit USA Bureau - San Francisco, Inc.</i>	1	OCAHO	155	(1990)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)

#### Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)

#### Good Faith Compliance

<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)

#### Good Faith Defense

<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Danny Mathis d/b/a Mathis Maspory</i>	4	OCAHO	717	(1994)
<i>United States v. Danny Mathis d/b/a Mathis Maspory</i>	5	OCAHO	752	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	(2012)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Vogue Pleating, Stitching &amp; Embroidery Corporation</i>	5	OCAHO	782	(1995)

<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
Government Bears Burden of Proving Penalty and Aggravating Factors by Preponderance of Evidence				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
Government Bears the Burden of Proof for Liability and Penalty				
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
Government Bears the Burden of Proof on Penalty and Aggravating Factors				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)

<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Government Must Prove Aggravating Factor by Preponderance of Evidence				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. Two For Seven, LLC d/b/a Black &amp; Blue Restaurant</i>	10	OCAHO	1208	(2014)
Government Has Burden of Proof by Preponderance of Evidence				
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence				
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
High Noncompliance Rate Insufficient to Justify Higher Penalty for Similar Situations				

<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
ICE Fine Guidelines Have No Binding Effect on OCAHO				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
ICE Guidelines				
<i>United States v. Super 8 Motel &amp; Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
If 5 Factors Considered, Statute Neither Mandates Nor Precludes Mathematical Formula to Set Fine				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Illegal Alien(s)				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)

<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	992	(1998)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Giambli's Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)

#### INS Guidelines

<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Pedro Dominguez</i>	8	OCAHO	1000	(1998)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)

#### Instruction Given to Respondent to Refrain from Backdating Put Respondent on Notice of Prohibition

<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
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#### Knowing Hire

<i>United States v. Occupational Resource Management, Inc.</i>	10	OCAHO	1166	(2013)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)

#### Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)

## Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)

## Leniency Toward Small Entities

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)

## Mitigation

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	(1993)
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)

<i>United States v. American McNair, Inc.</i>	1	OCAHO	285	(1991)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	(1991)
<i>United States v. Basim Aziz Hanna d/b/a Ferris &amp; Ferris Pizza</i>	1	OCAHO	200	(1990)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Boo Bears Den</i>	1	OCAHO	71	(1989)
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO	226	(1990)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	536	(1993)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. Busy Corner Sportswear, Inc.</i>	3	OCAHO	511	(1993)
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. Camidor Properties, Inc.</i>	1	OCAHO	299	(1991)
<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO	453	(1992)
<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO	714	(1994)
<i>United States v. Charles C. W. Wu d/b/a Airport Budget Hotel</i>	3	OCAHO	434	(1992)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	369	(1991)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	67	(1989)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	4	OCAHO	717	(1994)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)

<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	125	(1990)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services</i>	2	OCAHO	342	(1991)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	246	(1988)
<i>United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant</i>	2	OCAHO	360	(1991)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	93	(1989)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)
<i>United States v. Giamblis Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	315	(1991)
<i>United States v. H&amp;H Saguaro Specialists</i>	10	OCAHO	1147	(2012)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank &amp; Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	264	(1990)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
<i>United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant</i>	1	OCAHO	300	(1991)
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	2	OCAHO	394	(1990)

<i>United States v. John W. Guewell &amp; Alfred P. Cooper d/b/a Wagco Security Services</i>	3	OCAHO	478	(1992)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	512	(1993)
<i>United States v. Joo Hyun Y and Hyung Jin Cho d/b/a LA Connection</i>	3	OCAHO	403	(1992)
<i>United States v. Juan V. Acevedo</i>	1	OCAHO	95	(1989)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	246	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	24	(1988)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. LeMerengo/Rumors Restaurant</i>	1	OCAHO	157	(1990)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	166	(1990)
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO	309	(1991)
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO	448	(1992)
<i>United States v. Masoud Pour d/b/a La Plaza Restaurant</i>	1	OCAHO	164	(1990)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	(1990)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Morgan's Mexican &amp; Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	825	(1995)
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	3	OCAHO	427	(1992)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)

<i>United States v. Pedro Dominguez</i>	8	OCAHO	1000	(1998)
<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	(2012)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Ramon Yamamoto d/b/a Elvis Palace Restaurant</i>	3	OCAHO	424	(1992)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Richard Pizzuto Dimensions in Hair and Skin</i>	3	OCAHO	447	(1992)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Robert Griffin d/b/a Griff's Landscape</i>	1	OCAHO	50	(1989)
<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO	253	(1990)
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
<i>United States v. Ron Eagley d/b/a Gwennie's Old Alaska Restaurant</i>	3	OCAHO	435	(1992)
<i>United States v. Rosario Cuevas d/b/a El Pollo Real</i>	1	OCAHO	273	(1990)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Saeed Rahimzadeh Corporation</i>	3	OCAHO	551	(1993)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	(1991)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. The Body Shop</i>	1	OCAHO	185	(1990)
<i>United States v. Thomas R. Heisler, Individually and d/b/a The Playground Bar</i>	1	OCAHO	150	(1990)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	449	(1992)

<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
No Deterrent Effect When Employer Is No Longer in Business				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized				
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
OCAHO ALJs May Review Penalty Assessments De Novo				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)

<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
OCAHO Has No Authority to Dictate Methods Other Agency Uses to Assess Fine				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
OCAHO May Examine ICE Fine de novo				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Offender's Resources Not Required Consideration In Assessing Penalty				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

#### Pattern or Practice

<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	(1994)
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#### Penalties Near Maximum Should Be Reserved for Most Egregious Violations

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. M &amp; D Masonry, Inc.</i>	10	OCAHO	1211	(2014)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
<i>United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant</i>	10	OCAHO	1194	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)

Penalties Should Deter Future Violations Without Being Unduly Punitive

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Penalties Should Have a Deterrent Effect and Not Be Merely a Cost of Doing Business				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Penalties Should Not Be Disproportionate to Employer's Revenue				
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
Penalties Should Promote Future Compliance Without Being Unduly Punitive				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
Penalty is Excessive When it is Disproportionate to the Gravity of the Offense				
<i>United States v. M &amp; D Masonry, Inc.</i>	10	OCAHO	1211	(2014)
Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Person or Entity				
Definition				

<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith				
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Super 8 Motel &amp; Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Previous Violation(s)				
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
Principal Goal Is To Enhance Probability of Future Compliance				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Prophylactic Purpose Best Served When Penalty Is Significant Enough to Prompt Change of Behavior				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Proportionality is Critical in Setting Penalties				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. M &amp; D Masonry, Inc.</i>	10	OCAHO	1211	(2014)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)

Purpose is to Deter Repeat Violations and Encourage Others to Comply

*United States v. Employer Solutions Staffing Group II, LLC*

11 OCAHO 1242 (2015)

Purposes of Fines Are To Deter Future Violations & Encourage Compliance w/Verification Procedures

*United States v. Buffalo Transportation, Inc.*

11 OCAHO 1263 (2015)

*United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.*

12 OCAHO 1276 (2016)

Reasonable

*United States v. Silverado Stages, Inc.*

10 OCAHO 1182 (2013)

Reasonableness Based On Record As Whole and Statutory Factors in Particular

*United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites*

11 OCAHO 1218 (2014)

*United States v. Dr. Robert Schaus, D.D.S.*

11 OCAHO 1239 (2014)

*United States v. Leed Construction, Megan Burkholder*

11 OCAHO 1237 (2014)

Referring to Discrepancies or Suspect Documents Does Not Alone Prove Employee is Unauthorized

*United States v. Frimmel Management, LLC d/b/a Uncle Sam's*

12 OCAHO 1271 b (2016)

Seriousness of Violation Depends on Degree of Deviation From Verification Requirements

*United States v. Frimmel Management, LLC d/b/a Uncle Sam's*

12 OCAHO 1271 b (2016)

*United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.*

12 OCAHO 1276 (2016)

*United States v. Muniz Concrete & Contracting, Inc.*

12 OCAHO 1278 (2016)

Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious

*United States v. Cawoods Produce, Inc.*

12 OCAHO 1280 (2016)

*United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles*

12 OCAHO 1281 (2016)

*United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.*

12 OCAHO 1276 (2016)

*United States v. Golden Employment Group, Inc.*

12 OCAHO 1277 (2016)

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Seriousness of Violation(s)

<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	992	(1998)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)

<i>United States v. Monadnock Mountain Spring Water, Inc.</i>	10	OCAHO	1193	(2013)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Occupational Resource Management, Inc.</i>	10	OCAHO	1166	(2013)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
Failure to Complete I-9 prior to Notice of Inspection				
<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
Should Deter Future Violations Without Being Unduly Punitive				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
Size of Business				
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Fowler Equipment Company, Inc.</i>	10	OCAHO	1169	(2013)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. MEMF, LLC d/b/a Black &amp; Blue Steak &amp; Crab - Buffalo</i>	10	OCAHO	1170	(2013)
<i>United States v. Modern Disposal Incorporated</i>	10	OCAHO	1175	(2013)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	(2012)

<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
Size of Business Did Not Necessitate Further Mitigation of Civil Penalty				
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
Social Security Mismatch Does Not Establish That a Particular Individual is Unauthorized for Employment				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Statute Does Not Prohibit Consideration of Unenumerated Factors				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
Statute Does Not Require That a Factor Found Not to Be Aggravating Must Be Found to Be Mitigating				
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
Statute Does Not Require That Equal Weight Be Given Each of the Five Statutory Factors				

<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)

Statute Does Not Require That Equal Weight Be Given Enumerated Factors Nor Rule Out Other Factors

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)

<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Statute Does Not Require That Equal Weight Be Given to Each Required Penalty Factor				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Statute Does Not Rule Out Consideration of Unenumerated Factors				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Statute Does Not Specify Factors ALJ Must Consider in Setting Penalty for Knowing Hire Violation				
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
Statutory				
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)
Summary Decision				

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Morgan's Mexican &amp; Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
Supported by Record				
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1182	(2013)
Suspicion Alone is Insufficient to Aggravate Paperwork Penalty Based On Unauthorized Workers				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
Temporal Gap Between Current and Previous Violations is Irrelevant to Fine Enhancement				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Termination of Employees Does Not Sufficiently Establish the Presence of Unauthorized Aliens				
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
There Is No Sole Permissible Method for Calculating Penalties				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
There Must Be Rational Relationship Between Magnitude of Offense and Penalty				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)

## Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum

*United States v. Durable, Inc.*

11 OCAHO 1231 (2014)

## Violations Evaluated on a Continuum Because Not All Violations are Equally Serious

*United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites*

11 OCAHO 1218 (2014)

*United States v. Golf International d/b/a Desert Canyon Golf*

11 OCAHO 1222 (2014)

## Weight of Each Statutory Factor Depends on Facts of Each Case

*United States v. 3679 Commerce Place, Inc.*

12 OCAHO 1296 (2017)

*United States v. Executive Cleaning Services of Long Island, Ltd.*

13 OCAHO 1314 (2018)

*United States v. Golf International d/b/a Desert Canyon Golf*

11 OCAHO 1222 (2014)

*United States v. Metropolitan Enterprises, Inc.*

12 OCAHO 1297 (2017)

*United States v. Pegasus Family Restaurant, Inc.*

12 OCAHO 1293 (2016)

## Where A Paperwork Violation is Found, The Act Does Not Provide for Waiver of Penalty

*United States v. Cawoods Produce, Inc.*

12 OCAHO 1280 (2016)

*United States v. Hair U Wear, LLC*

11 OCAHO 1268 (2016)

*United States v. Ideal Transportation Co., Inc.*

12 OCAHO 1290 (2016)

*United States v. Keegan Varitey, LLC*

11 OCAHO 1238 (2014)

*United States v. Muniz Concrete & Contracting, Inc.*

12 OCAHO 1278 (2016)

*United States v. Wave Green, Inc. d/b/a Golden Farm Market*

11 OCAHO 1267 (2016)

## CLASS ACTION

### Generally

*Guy Santiglia v. Sun Microsystems, Inc.*

9 OCAHO 1097 (2003)

*Jaime Banuelos v. Transportation Leasing Company*

1 OCAHO 156 (1990)

*Joan A. Lardy v. United Airlines, Inc.*

6 OCAHO 843 (1996)

<i>Jose E. Briceno v. Farmco Farms</i>	4	OCAHO	629	(1994)
<i>Martha Navarro Mata v. Bear Creek Production Company</i>	1	OCAHO	220	(1990)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	867	(1996)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
Notification				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Martha Navarro Mata v. Bear Creek Production Company</i>	1	OCAHO	220	(1990)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1012	(1998)
<b>COLLATERAL ESTOPPEL</b>				
<i>Seidou Diarrassouba v. Medallion Financial Corporation</i>	9	OCAHO	1076	(2001)
Collateral Estoppel is Inapplicable to Issues Not Adjudicated on Merits				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
Doesn't Apply If Issue is Different Than In Earlier Case				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
Effect of Prior Guilty Plea				
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Generally				
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)

<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
<b>COMPLAINT</b>				
Amended				
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1028	(1999)
<i>United States v. Nicolas Tinoco-Medina</i>	5	OCAHO	806	(1995)
Deemed Filed on Date Actually Received by OCAHO				
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
Generally				
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>United States v. Columbia Sportswear Manufacturers, Inc.</i>	5	OCAHO	808	(1995)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
In Assessing Validity of Complaint, Only Reasonable Inferences Drawn in Complainant's Favor				
<i>Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC</i>	12	OCAHO	1302	(2017)
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	(2016)
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1272	(2016)
In Assessing Validity, Legal Conclusions Couched as Factual Allegations Need Not Be Accepted				
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)

<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	(2016)
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1272	(2016)
Jurisdiction				
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	867	(1996)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
Leave To Amend Not Freely Granted Where Proposed Amendment Would Not Survive Motion to Dismiss				
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	(2016)
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1272	(2016)
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO	1311	(2018)
Party/Parties				
<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	810	(1995)
<i>United States v. Auburn University</i>	4	OCAHO	646	(1994)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
Section 1324b Complaint Must Contain Factual Allegations That Give Rise to Inference of Discrimination				
<i>Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC</i>	12	OCAHO	1302	(2017)
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	(2016)
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1272	(2016)

## Untimely Filing

<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1028	(1999)
<i>United States v. Naim Ojeil &amp; Samoeil Ishk</i>	7	OCAHO	984	(1998)

## CONSTITUTIONAL LAW

### Affirmative Defense(s)

<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
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### Attorney Fees

<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
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### Attorney-Client Privilege

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	643	(1994)
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### Civil Penalties

<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
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### Discovery

<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	(1996)
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### Disparate Treatment

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)

### Double Jeopardy

<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)

#### Due Process

<i>Ahmad S. Elhajomar v. City and County of Honolulu</i>	1	OCAHO	246	(1990)
<i>Irma Leticia Sosa v. United States Postal Service</i>	1	OCAHO	115	(1989)
<i>Olimpia Tovar v. United States Postal Service</i>	1	OCAHO	269	(1990)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	514	(1993)
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	(1989)
<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO	770	(1995)
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO	847	(1996)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO	540	(1993)
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO	98	(1989)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)

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<i>United States v. Pedro Dominguez</i>	6	OCAHO	878	(1996)
<i>United States v. Randall Kurzton, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)

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<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO	1304	(2017)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1030	(1999)
<i>Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	(1999)
<i>Massala Prince Reffell v. Prairie View A&amp;M University</i>	9	OCAHO	1057	(2000)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	869	(1996)

<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	915	(1997)
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<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
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<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	910	(1997)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	903	(1996)
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<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	909	(1997)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	909	(1997)
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<i>United States v. C&amp;K Metals, Inc. a/k/a Leach Cast &amp; Steel, Inc.</i>	6	OCAHO	845	(1996)
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<i>James D. Westendorf v. Brown &amp; Root, Inc.</i>	3	OCAHO	477	(1992)
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Law Offices of Manulkin, Glaser &amp; Bennett</i>	1	OCAHO	100	(1989)
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	288	(1991)

<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	463	(1992)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO	540	(1993)
<i>United States v. Rudy Rodriguez d/b/a Rock Pest Control</i>	1	OCAHO	158	(1990)
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO	98	(1989)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)
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<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	623	(1994)
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<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
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<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	(1989)
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO	847	(1996)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
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<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
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<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	(1996)

Respondent Could Not Show It Was Similarly Situated to Other Business to Sustain Equal Protection

*United States v. M & D Masonry* 10 OCAHO 1215 (2014)  
Right to Counsel

*Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.* 7 OCAHO 943 (1997)  
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*United States v. Shirley Fuimoto, Hawaii Government Employees Association* 7 OCAHO 937 (1997)  
Search and Seizure

*United States v. David Jenkins* 4 OCAHO 649 (1994)  
*United States v. David Jenkins* 5 OCAHO 743 (1995)  
*United States v. Kuo Liu* 1 OCAHO 235 (1990)  
*United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners* 3 OCAHO 463 (1992)  
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*United States v. Cristina Galeas* 5 OCAHO 790 (1995)  
*United States v. Israel Velasquez-Tabir* 6 OCAHO 872 (1996)  
*United States v. Julio Carpio-Lingan* 6 OCAHO 871 (1996)

**CONSTRUCTIVE KNOWLEDGE**

Degree of Culpability for Constructive Knowledge Requires More Than Mere Negligence

*United States v. SKZ Harvesting, Inc.* 11 OCAHO 1266 (2016)  
Employer Chargeable With Such Knowledge As Reasonable Inquiry Would Have Revealed

*United States v. Foothill Packing, Inc.* 11 OCAHO 1240 (2015)  
*United States v. Split Rail Fence Company, Inc.* 11 OCAHO 1216 a (2015)  
Employer Must Take Adequate Steps to Verify Eligibility Where Specific Information Casts Doubt

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
Employer Not Entitled to Cultivate Deliberate Ignorance or Avoid Acquiring Knowledge				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Expired Authorization Document Sufficient To Put Employer on Notice of Unauthorized Status				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
Failure to Prepare I-9 Form Alone Insufficient to Find Constructive Knowledge				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<b>CONTINUING EMPLOYMENT</b>				
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<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)
Reasonable Expectation				
<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)
<b>CONTINUING TO EMPLOY UNAUTHORIZED WORKERS</b>				
Proper Notice of Fraudulent Document Use Creates Rebuttable Presumption of Unauthorized Status				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)
<b>CONTINUING VIOLATION(S)</b>				
Continued Employment of Known Unauthorized Individuals is a Continuing Violation				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
Continuing Violation for Knowing Hire Exists For As Long as the Individual Remains Employed				

<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
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<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<b>CORPORATE VEIL</b>				
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<i>United States v. Continental Sports Corporation</i>	5	OCAHO	780	(1995)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
Inability To Collect From Insolvent Party Alone Not Sufficient to Pierce Corporate Veil				
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
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<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
Piercing Corporate Veil Decision Must Consider Fraud, Injustice, and Evasion of Legal Obligation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
Piercing Corporate Veil Is A Tool Used Only in Extreme Circumstances				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
Piercing Corporate Veil Unjustified in Absence of Demonstrated Misuse of Corporate Form				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<b>COUNTERCLAIMS</b>				

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*United States v. Great Earth Companies, Inc.*

9 OCAHO 1070 (2001)

*United States v. La Fiesta, Inc. d/b/a Las Margaritas*

1 OCAHO 246 (1988)

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*United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation*

3 OCAHO 486 (1993)

*United States v. Rosario Strano and Vito Strano d/b/a Strano Farms*

5 OCAHO 748 (1995)

*United States v. Zabala Vineyards*

6 OCAHO 844 (1996)

## DEFAULT

Attorney's Ignorance of Readily Ascertainable Law Is Not Good Cause for Failing to File Answer

*United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC*

11 OCAHO 1265 (2015)

Attorney's Ignorance of the Law Generally Does Not Constitute Good Cause or Excusable Neglect

*United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC*

11 OCAHO 1265 (2015)

Burden Is On The Defaulting Party to Show That Relief Should Be Granted

*M.S v. Dave S.B. Hoon - John Wayne Cancer Institute*

12 OCAHO 1305 (2017)

*United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC*

11 OCAHO 1265 (2015)

Default for Failure to File an Answer Must Be Excused Before Party is Permitted to Answer

*M.S v. Dave S.B. Hoon - John Wayne Cancer Institute*

12 OCAHO 1305 (2017)

*United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC*

11 OCAHO 1265 (2015)

Party That Fails to Timely Answer a Complaint is in Default

*M.S v. Dave S.B. Hoon - John Wayne Cancer Institute*

12 OCAHO 1305 (2017)

*United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC*

11 OCAHO 1265 (2015)

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<i>United States v. A &amp; A Maintenance Enterprise, Inc.</i>	6	OCAHO	852	(1996)
<i>United States v. Abel Galvez-Malgarejo</i>	4	OCAHO	684	(1994)
<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO	787	(1995)
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. Chuy's Paint &amp; Body Shop</i>	1	OCAHO	8	(1988)
<i>United States v. Columbia Sportswear Manufacturers, Inc.</i>	5	OCAHO	808	(1995)
<i>United States v. Continental Forestry Service</i>	6	OCAHO	836	(1996)
<i>United States v. Continental Sports Corporation</i>	4	OCAHO	640	(1994)
<i>United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture &amp; Manufacturing, Inc.</i>	5	OCAHO	789	(1995)
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
<i>United States v. U.S. Style, Inc.</i>	6	OCAHO	827	(1995)

### Default Judgment May Be Set Aside If Default Based on Mistake, Inadvertence or Excusable Neglect

<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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### Default Judgments Are Not Favored in this Forum

<i>M.S v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305	(2017)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)

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<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	(1994)

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<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
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<i>M.S v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305	(2017)
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<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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<i>Bassey J. Udofot v. 88 Vapor Technologies</i>	3	OCAHO	506	(1993)
<i>Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	304	(1991)
<i>D'Amico v. Erie Community College</i>	7	OCAHO	927	(1997)
<i>Errol Williams v. Touche Ross &amp; Company d/b/a Deloitte &amp; Touche</i>	1	OCAHO	258	(1990)
<i>Frank Farzin Nickman v. Mesa Air Group</i>	9	OCAHO	1106	(2004)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	136	(1990)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>Jairo Diaz v. Canteen Corporation</i>	2	OCAHO	332	(1991)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	322	(1991)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	375	(1991)
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>Troncoso v. Ferlin Service Industries</i>	1	OCAHO	110	(1989)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. Abel Galvez-Malgarejo</i>	4	OCAHO	684	(1994)
<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO	787	(1995)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	454	(1992)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)
<i>United States v. Bubble Fashions Company, Inc. d/b/a Hi-Tide Fashions</i>	2	OCAHO	355	(1991)

<i>United States v. Carlos Antonio Aquino</i>	5	OCAHO	818	(1995)
<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO	453	(1992)
<i>United States v. Casa Lupe</i>	1	OCAHO	31	(1988)
<i>United States v. Claude H. Linkous &amp; Martin Riley d/b/a CM Health Services</i>	3	OCAHO	436	(1992)
<i>United States v. Coastal Ventures, Limited d/b/a Wendy's/Daly, Limited</i>	1	OCAHO	21	(1988)
<i>United States v. Coastal Ventures, Limited d/b/a Wendy's/Daly, Limited</i>	1	OCAHO	23	(1988)
<i>United States v. Continental Forestry Service</i>	6	OCAHO	836	(1996)
<i>United States v. DAR Distributing, Inc. d/b/a DAR Cabinets</i>	1	OCAHO	60	(1989)
<i>United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture &amp; Manufacturing, Inc.</i>	5	OCAHO	789	(1995)
<i>United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor</i>	1	OCAHO	81	(1989)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	225	(1990)
<i>United States v. Dynasty 21 Car Wash, Inc.</i>	1	OCAHO	282	(1990)
<i>United States v. Edith Fine</i>	1	OCAHO	116	(1989)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	257	(1990)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. El Mexicano Taco Shop</i>	1	OCAHO	59	(1989)
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Estela Rodriguez, Individually and d/b/a Cabaret Lounge</i>	1	OCAHO	20	(1988)
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	(1992)
<i>United States v. Florencio Govea</i>	1	OCAHO	40	(1989)
<i>United States v. Francois Kissel, Owner d/b/a Maximilien-In-the-Market</i>	1	OCAHO	61	(1989)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	315	(1991)
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	(1989)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	681	(1994)
<i>United States v. Hotel Valet, Inc. d/b/a New York Valet</i>	6	OCAHO	849	(1996)
<i>United States v. I.K.K. Associates, Inc. d/b/a Ocean Avenue Restaurant and Japan Express Restaurants</i>	1	OCAHO	131	(1990)

<i>United States v. Irma Hernandez</i>	8	OCAHO	1043	(2000)
<i>United States v. Jabil Circuit, Inc.</i>	10	OCAHO	1146	(2012)
<i>United States v. Jackson Associates, Engineering Consultants</i>	1	OCAHO	84	(1989)
<i>United States v. John Morales d/b/a Riverside Insulation</i>	1	OCAHO	197	(1990)
<i>United States v. K &amp; M Fashions, Inc.</i>	3	OCAHO	411	(1992)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	90	(1989)
<i>United States v. Lawrence H. Harrold d/b/a Diamond Pallet Company</i>	1	OCAHO	114	(1989)
<i>United States v. Lea's Party Rentals, Inc.</i>	1	OCAHO	111	(1989)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway</i>	3	OCAHO	485	(1993)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	534	(1993)
<i>United States v. Mireya Pedraza-Guzman</i>	5	OCAHO	792	(1995)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	473	(1992)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	486	(1993)
<i>United States v. Moses Sportswear, Inc.</i>	6	OCAHO	841	(1996)
<i>United States v. Mr. Pablo Saucedo</i>	1	OCAHO	41	(1989)
<i>United States v. Nogales Body Shop &amp; Trailer Repair</i>	1	OCAHO	30	(1988)
<i>United States v. Nu Line Fashions, Inc.</i>	1	OCAHO	147	(1990)
<i>United States v. Patricio Torres, Individually and d/b/a Superior Roof Services</i>	1	OCAHO	75	(1989)
<i>United States v. Peter P. Kelley</i>	1	OCAHO	39	(1989)
<i>United States v. Prime Landscape Management, Inc.</i>	1	OCAHO	204	(1990)
<i>United States v. Raul Ramirez d/b/a Solymar Fashion</i>	1	OCAHO	168	(1990)
<i>United States v. Richard Garza, Individually and d/b/a El Patio Restaurant and Lounge</i>	1	OCAHO	211	(1990)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	163	(1990)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	201	(1990)
<i>United States v. Rodeo Night Club</i>	5	OCAHO	812	(1995)
<i>United States v. Shine Auto Service</i>	1	OCAHO	70	(1989)

<i>United States v. Silvio Vasquez-Guerrero d/b/a The Vasquez Company</i>	1	OCAHO	37	(1988)
<i>United States v. South Bay Auto Detail</i>	1	OCAHO	68	(1989)
<i>United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.</i>	5	OCAHO	749	(1995)
<i>United States v. Tenampa Ballroom</i>	1	OCAHO	34	(1988)
<i>United States v. Tiki Pools, Inc. d/b/a California Pools and Spa</i>	1	OCAHO	76	(1989)
<i>United States v. Twiggy's Garden Center, Inc. d/b/a Westchester Site Design</i>	2	OCAHO	301	(1991)
<i>United States v. United Pottery Manufacturing &amp; Accessories, Inc.</i>	1	OCAHO	57	(1989)
<i>United States v. Westco Ground Maintenance Company, Inc.</i>	1	OCAHO	43	(1989)
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	4	OCAHO	634	(1994)
<i>United States v. William L. Garcia d/b/a La Buena, Inc.</i>	7	OCAHO	950	(1997)
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO	505	(1993)
<i>United States v. Zueb Enterprises, Inc. d/b/a Papa Sam's Deli d/b/a Papaya Paradise</i>	2	OCAHO	356	(1991)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)
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<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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<i>Irma Leticia Sosa v. United States Postal Service</i>	1	OCAHO	115	(1989)
<i>Olimpia Tovar v. United States Postal Service</i>	1	OCAHO	269	(1990)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
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<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1	OCAHO	296	(1991)
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<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Barnett Taylor, LLC, d/b/a Burger King</i>	10	OCAHO	1155	(2012)
<i>United States v. Boah Fashion, Corporation</i>	1	OCAHO	281	(1990)
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO	226	(1990)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO	714	(1994)
<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO	723	(1995)
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall</i>	2	OCAHO	353	(1991)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
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<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)

<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
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<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	387	(1991)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
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<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
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<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
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<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	298	(1991)
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	1	OCAHO	218	(1990)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	772	(1995)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	212	(1990)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)

<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
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<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	463	(1992)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	396	(1991)
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<i>United States v. Scotto Brothers Woodbury Restaurant d/b/a Fox Hollow Inn</i>	3	OCAHO	584	(1993)
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<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
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<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)
<i>United States v. William and Maria Sievert</i>	1	OCAHO	294	(1991)
<i>United States v. Williams Produce, Inc.</i>	4	OCAHO	671	(1994)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
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<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
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<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	246	(1988)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	(2001)

<i>United States v. Felipe, Inc.</i>	1	OCAHO	93	(1989)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	246	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	24	(1988)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	85	(1989)
<i>United States v. LeMerengo/Rumors Restaurant</i>	1	OCAHO	157	(1990)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	166	(1990)
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO	448	(1992)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Richard Pizzuto Dimensions in Hair and Skin</i>	3	OCAHO	447	(1992)

<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	(1991)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. The Body Shop</i>	1	OCAHO	185	(1990)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	445	(1992)
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO	370	(1991)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	449	(1992)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Good Faith Defense provided by 8 U.S.C. Section 1324a(b)(6)				
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
Inapplicable to Substantive Violations				
<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)
Ignorance of Law is Not An Affirmative Defense				
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
Ignorance of Statutory Requirements				
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
Ignorance of Statutory Requirements Does Not Amount to Showing of Good Faith				

<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
Impossibility Defense is Recognized in OCAHO Case Law				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Impossibility Not Available As Defense When Destruction of I-9s Is Due To Employer's Own Actions				
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
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<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	(1995)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
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<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	889	(1996)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)

<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. The Body Shop</i>	1	OCAHO	149	(1990)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
Legitimate, Nondiscriminatory Reason				
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO	430	(1992)
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO	773	(1995)
<i>Michael Edward Johnson v. Progressive Roofing</i>	12	OCAHO	1295	(2017)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO	457	(1992)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Roberto Decasez-Martinez v. Tyson Foods, Inc.</i>	2	OCAHO	372	(1991)
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	(1992)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)

<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	331	(1991)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	(1991)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)

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<i>United States v. Desert Palace, Inc.</i>	9	OCAHO	1067	(2001)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	(2001)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)

#### Motion to Strike Affirmative Defenses

<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
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#### Paperwork Requirement(s)/Violation(s)

<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)

#### Penalties

<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
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#### Persons Protected

<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO	1311	(2018)
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<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
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<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Ralph Sanchez, Labor Contractor</i>	1	OCAHO	58	(1989)
Selective Prosecution/Enforcement				
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	1	OCAHO	247	(1990)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1	OCAHO	296	(1991)
<i>United States v. Earl &amp; Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO	687	(1994)
<i>United States v. Law Offices of Manulkin, Glaser &amp; Bennett</i>	1	OCAHO	100	(1989)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	105	(1989)
<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO	56	(1989)
Settlement				
<i>Ashutosh Sharma v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)
<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO	1011	(1998)
Sixth Amendment				
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)

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<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)

## Sovereign

<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	510	(1993)
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	324	(1991)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	363	(1991)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	415	(1991)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	426	(1992)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	709	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	709	(1994)
<i>Massala Prince Reffell v. Prairie View A&amp;M University</i>	9	OCAHO	1057	(2000)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. Auburn University</i>	4	OCAHO	688	(1994)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	246	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	246	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	24	(1988)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)

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<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	869	(1996)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	915	(1997)
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)

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<i>Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville</i>	6	OCAHO	881	(1996)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)

#### Sovereign Immunity

<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO	1304	(2017)
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306 a	(2018)

#### Substantial Compliance

<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO	1154	(2012)
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
<i>United States v. Citizens Utilities Company, Inc., Telephone Division</i>	1	OCAHO	161	(1990)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	886	(1996)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	298	(1991)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	166	(1990)
<i>United States v. Manos &amp; Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)

<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	(1990)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. San Ysidro Ranch</i>	1	OCAHO	183	(1990)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	449	(1992)
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<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
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<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
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<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)

## Vague Awareness of IRCA's Climate

*United States v. Lasa Marketing Firms, a California Partnership*

1 OCAHO 106 (1989)

*United States v. Lasa Marketing Firms, a California Partnership*

1 OCAHO 141 (1990)

## Waiver

*United States v. Felipe De Leon-Valenzuela*

6 OCAHO 899 (1996)

*United States v. Nancy Mubarki*

5 OCAHO 816 (1995)

*United States v. Sunshine Building Maintenance, Inc.*

7 OCAHO 997 (1998)

## DEFINITIONS

### Abuse of Process

*United States v. Zabala Vineyards*

6 OCAHO 844 (1996)

### Alter

*United States v. Pedro Dominguez*

7 OCAHO 972 (1997)

### Casual Domestic Employment

*United States v. David Jenkins*

5 OCAHO 743 (1995)

### Counterfeit

*United States v. Pedro Dominguez*

7 OCAHO 972 (1997)

### Direct Evidence

*Dolores Garcia Contreras v. Cascade Fruit Company*

9 OCAHO 1090 (2003)

*Olisaemeka Eze v. West County Transportation Agency*

10 OCAHO 1140 (2011)

*United States v. Diversified Technology and Services of Virginia, Inc.*

9 OCAHO 1095 (2003)

### Employer(s)

<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
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<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
Estoppel				
<i>Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.</i>	5	OCAHO	746	(1995)
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<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	864	(1996)
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<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
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<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
Hire/Hiring				
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
Malicious Prosecution				

<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
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<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
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<i>Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.</i>	5	OCAHO	746	(1995)
Use				
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
<b>DEPORTATION</b>				
Document Fraud				
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
Generally				
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	725	(1995)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<b>DEPOSITIONS</b>				
Admissibility				
<i>Anna J. Flores v. Daniel Dry Cleaners</i>	4	OCAHO	693	(1994)
Compel				
<i>United States v. Townsend Culinary, Inc.</i>	7	OCAHO	996	(1998)

Depositions Should Be Cancelled if Testimony is Not Necessary, Relevant, and/or Non-duplicative

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
Failure to Appear				
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	622	(1994)
Fifth Amendment				
<i>United States v. Pedro Dominguez</i>	6	OCAHO	910	(1997)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	903	(1996)
Generally				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	651	(1994)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	863	(1996)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	895	(1996)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	902	(1996)
Interrogatories				
<i>Jose Proto Alcaraz v. General Motors Corporation</i>	7	OCAHO	962	(1997)
Limitation(s)				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
Privilege Claim				
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
Telephonic				

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<b>DISCOVERY</b>				
Acceptable				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1079	(2002)
Admission(s)				
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	798	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	305	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	369	(1991)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Four Star Knitting, Inc.</i>	5	OCAHO	815	(1995)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO	560	(1993)
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO	805	(1995)
ALJ Must Exercise Discretion in Resolving Discovery Disputes				
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)

ALJ Not Bound By Federal Rules of Civil Procedure

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express* 11 OCAHO 1220 (2014)  
Asserting Party Bears Burden of Establishing Privilege

*United States v. Rose Acre Farms, Inc.* 12 OCAHO 1285 (2016)  
Attorney Work Product

*United States v. Rose Acre Farms, Inc.* 12 OCAHO 1285 a (2018)  
Attorney-Client Privilege

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1084 (2002)  
*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1087 (2002)  
*United States v. R & C Tours (Guam), Inc.* 2 OCAHO 393 (1989)  
*United States v. Rose Acre Farms, Inc.* 12 OCAHO 1285 (2016)  
*United States v. Rose Acre Farms, Inc.* 12 OCAHO 1285 a (2018)  
Broad Scope of Permissible Discovery for Allegations of Pattern or Practice

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express* 11 OCAHO 1220 (2014)  
Burden of Proof

*Dinko Sefic v. Marconi Wireless* 9 OCAHO 1125 (2007)  
*United States v. Rose Acre Farms, Inc.* 12 OCAHO 1285 (2016)  
*United States v. Volvo Trucks North America, Inc.* 7 OCAHO 994 (1998)  
*United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash* 7 OCAHO 989 (1998)  
Business Records Used in Normal Course of Human Resource Duties Not Privileged

*United States v. Rose Acre Farms, Inc.* 12 OCAHO 1285 (2016)  
Caution Required in Imposing Discovery Burden On Non-Party

<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Certification(s)				
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)
Definition				
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1078	(2002)
Citizenship Status				
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1031	(1999)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
Compel				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	613	(1994)
<i>United States v. Allen Holdings, Inc.</i>	9	OCAHO	1059	(2000)
<i>United States v. Marvlee, Inc.</i>	5	OCAHO	728	(1995)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	700	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
<i>United States v. Townsend Culinary, Inc.</i>	7	OCAHO	996	(1998)
Data Not Shown to Expert or Used to Prove Case Is Not Relevant Evidence				
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
Deposing Opposing Counsel				
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	(2012)
Depositions				

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jose Proto Alcaraz v. General Motors Corporation</i>	7	OCAHO	962	(1997)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	(2012)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	910	(1997)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	895	(1996)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	903	(1996)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	902	(1996)

Depositions Should Be Cancelled if Testimony is Not Necessary, Relevant, and/or Non-duplicative

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
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Discovery Permitted as to Any Matter Relevant to Subject Matter of Case and Not Privileged

<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)

Disparate Treatment

<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
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Disputes About Temporal Scope of Discovery Resolved in the Factual Context of Each Case

<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
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Documents

<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. C&amp;K Metals, Inc. a/k/a Leach Cast &amp; Steel, Inc.</i>	6	OCAHO	845	(1996)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	531	(1993)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)

<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash</i>	7	OCAHO	989	(1998)
Employment Practice				
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
Employment Practices Outside Limitations Period Always Potentially Relevant				
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
Evasive or Incomplete Response To Discovery May Be Treated as Failure to Respond				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
Fifth Amendment				
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	777	(1995)
<i>United States v. David Segura-Sataray</i>	4	OCAHO	708	(1991)
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
Fourth Amendment				
<i>United States v. C&amp;K Metals, Inc. a/k/a Leach Cast &amp; Steel, Inc.</i>	6	OCAHO	845	(1996)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
Frequency and Extent of Discovery May Be Limited by ALJ Sua Sponte or Upon Motion				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Frequency and Extent of Discovery May Be Limited If Burden/Expense Outweighs Likely Benefit				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)

General, Conclusory Assertion of Irrelevance, Overbreadth or Undue Burden Insufficient Objection

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
Generally				
<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	(1992)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	460	(1992)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	487	(1993)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	568	(1993)
<i>Galdino Casillas Garcia v. McCarron Electric Company</i>	5	OCAHO	747	(1995)
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
<i>In re Investigation of Valley Crest Tree Company, Subpoena</i>	3	OCAHO	579	(1993)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	6	OCAHO	911	(1997)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	415	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	53	(1989)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	802	(1995)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	4	OCAHO	678	(1994)
<i>Sergio Flores Ortiz v. Moll-Tex Broadcasting Company</i>	3	OCAHO	440	(1992)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	1	OCAHO	247	(1990)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	358	(1991)

<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	381	(1991)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	731	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. All World Imports, Inc. d/b/a Andre Pierre Imports</i>	2	OCAHO	344	(1991)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	651	(1994)
<i>United States v. Armstrong Painting and Waterproofing and Modesto Sevilla</i>	1	OCAHO	231	(1991)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	536	(1993)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	305	(1991)
<i>United States v. Cleopatra International Jewelry, Inc.</i>	1	OCAHO	186	(1990)
<i>United States v. Creation &amp; Innovation</i>	3	OCAHO	491	(1993)
<i>United States v. Daniel Fenton Wilde, Individually and d/b/a Danny Wilde Farm</i>	1	OCAHO	213	(1990)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	514	(1993)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Feliciano Aguas-Avalos</i>	4	OCAHO	642	(1994)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
<i>United States v. Harris Ranch Beef Company</i>	1	OCAHO	277	(1990)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	302	(1991)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Ideal Tortilla Factory, Inc.</i>	2	OCAHO	366	(1991)
<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO	119	(1989)
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	2	OCAHO	394	(1990)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Law Offices of Manulkin, Glaser &amp; Bennett</i>	1	OCAHO	100	(1989)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	96	(1989)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	142	(1990)
<i>United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant</i>	3	OCAHO	544	(1993)

<i>United States v. Manca Imports, Inc.</i>	1	OCAHO	268	(1990)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Marvlee, Inc.</i>	5	OCAHO	728	(1995)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	380	(1991)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	472	(1992)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	319	(1991)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	452	(1992)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	318	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	328	(1991)
<i>United States v. Otilio Franco d/b/a Cruz Leyva Construction</i>	1	OCAHO	82	(1989)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO	560	(1993)
<i>United States v. R &amp; C Tours (Guam), Inc.</i>	2	OCAHO	393	(1989)
<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	105	(1989)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	492	(1993)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	555	(1993)
<i>United States v. Sam Y. Ro d/b/a Daruma Japanese Restaurant</i>	1	OCAHO	265	(1990)
<i>United States v. San Diego Semiconductors, Inc.</i>	1	OCAHO	190	(1990)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	1	OCAHO	252	(1990)
<i>United States v. Scandia Interiors, Inc.</i>	1	OCAHO	290	(1991)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO	422	(1992)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO	390	(1991)

<i>United States v. Westin Galleria &amp; Westin Oaks Hotel</i>	4	OCAHO	701	(1994)
<i>United States v. William D. Clark d/b/a Tidwell Medical Center</i>	5	OCAHO	771	(1995)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	35	(1988)
Grounds Not State In A Timely Objection to Discovery Requests Are Waived Absent Good Cause Shown				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
Hearsay Evidence				
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
Immunity				
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
In OCAHO Cases Discovery is Broad But Not Unlimited				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Inadequate Pleadings				
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
Interrogatories				
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	6	OCAHO	911	(1997)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jorge Pugliese v. Auto-Grafica Corporation</i>	5	OCAHO	820	(1995)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>United States v. Naim Ojeil &amp; Samoeil Ishk</i>	7	OCAHO	976	(1997)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
Misrepresentations				

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
Monetary Sanction Not Permitted for Failure to Comply With Discovery Order				
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
Motion to Compel				
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	(2012)
Motion to Compel Discovery				
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
Good Faith Conferment Requirement				
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1078	(2002)
Motion to Compel Discovery is Facially Invalid If Certificate of Good Faith Conferment Missing				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Motion to Compel Must Include Certification of Good Faith Resolution Efforts				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
No Broad General Rule on Specific Time Frame for Scope of Discovery				
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
Objections Not Raised in Response to Requests Not Considered in Response to Motion to Compel				
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
OCAHO Rules Do Not Impose Numerical Limits on Number of Interrogatories				

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
Party May Not Seek Discovery Through Administrative Review When It Had Ample Time for Discovery in Prehearing Process				
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
Party Receiving Discovery Requests Must Answer or State Objections Within 30 Days				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
Party Resisting Discovery Has Burden of Demonstrating That Objection Is Justified				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
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<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	(1996)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	700	(1994)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
<i>United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash</i>	7	OCAHO	989	(1998)
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<i>In re Investigation of Wal-Mart Distribution Center, Subpoena</i>	5	OCAHO	788	(1995)
<i>James D. Westendorf v. Brown &amp; Root, Inc.</i>	3	OCAHO	405	(1992)
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	452	(1992)
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<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	613	(1994)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
<i>United States v. Zabala Vineyards</i>	5	OCAHO	734	(1995)
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<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	(2012)
<i>United States v. Naim Ojeil &amp; Samoeil Ishk</i>	7	OCAHO	976	(1997)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
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<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	813	(1995)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	(1996)
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<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)
<i>United States v. Allen Holdings, Inc.</i>	9	OCAHO	1059	(2000)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	(2012)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
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<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
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<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
Post Complaint Discovery				
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)

Relevance Broadly Construed

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express*

11 OCAHO 1220 (2014)

Relevance Includes Any Matter Bearing on an Issue (Or Possible Issue) In Case

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express*

11 OCAHO 1220 (2014)

Relevance Includes Any Matter That Could Reasonably Lead to Matter Bearing on Issue In Case

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express*

11 OCAHO 1220 (2014)

Sanctions

*Guy Santiglia v. Sun Microsystems, Inc.*

9 OCAHO 1104 (2004)

*Iron Workers Local 455 v. Lake Construction & Development Corporation*

7 OCAHO 964 (1997)

*Jenlih John Hsieh v. PMC - Sierra, Inc.*

9 OCAHO 1091 (2003)

*United States v. Alberto Noriega-Perez*

5 OCAHO 798 (1995)

*United States v. Armando Alvarez-Suarez*

4 OCAHO 699 (1994)

*United States v. Giamblis Enterprises*

5 OCAHO 807 (1995)

*United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge*

3 OCAHO 560 (1993)

*United States v. Roberto C. Davila*

6 OCAHO 895 (1996)

*United States v. Rosario Strano and Vito Strano d/b/a Strano Farms*

4 OCAHO 636 (1994)

Sanctions for Failure to Timely Produce Documents

*John A. Breda v. Kindred Braintree Hospital, LLC*

10 OCAHO 1202 (2013)

Scope

*Dinko Sefic v. Marconi Wireless*

9 OCAHO 1125 (2007)

*Olatunji Moshood Fakunmoju v. Claims Administration Corporation*

4 OCAHO 613 (1994)

Scope Commonly Extended to Reasonable Number of Years Before and After Alleged Discriminatory Action

<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
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<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
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<i>Jose Proto Alcaraz v. General Motors Corporation</i>	7	OCAHO	962	(1997)
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<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
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<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO	621	(1994)
<i>In re Investigation of Wal-Mart Distribution Center, Subpoena</i>	5	OCAHO	788	(1995)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	813	(1995)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
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<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
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<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
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<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	731	(1995)
<i>United States v. Four Star Knitting, Inc.</i>	5	OCAHO	815	(1995)
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<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
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<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
Charge				
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1031	(1999)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	558	(1993)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Charge Must Allege Conduct Encompassed by Section 1324b in Order To Be Sufficient				
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 a	(2018)
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	(2018)
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<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 a	(2018)

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<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	(1993)
<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Amadeo Gonzalez v. Phoenix Motor Company</i>	3	OCAHO	410	(1992)
<i>Aurelia Forden v. Dr. Lothar Griessbach</i>	5	OCAHO	735	(1995)
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO	1176	(2013)
<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	(2019)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	547	(1993)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	549	(1993)
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	568	(1993)
<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt &amp; Mosle</i>	3	OCAHO	550	(1993)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Eden Harrison Adatsi v. Citizens &amp; Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	419	(1992)

<i>Elodia Guzman v. Yakima Fruit &amp; Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Errol Williams v. Lucas &amp; Associates</i>	2	OCAHO	357	(1991)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	528	(1993)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)
<i>Frank Thomas Brown v. Baltimore City Public Schools</i>	3	OCAHO	480	(1992)
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman &amp; CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
<i>George Suchta v. United States Postal Service</i>	2	OCAHO	327	(1991)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	484	(1993)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	539	(1993)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	590	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO	144	(1990)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
<i>Irma Leticia Sosa v. United States Postal Service</i>	1	OCAHO	115	(1989)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	348	(1991)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO	430	(1992)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	(1991)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
<i>Jose Jasso v. Danbury Hilton &amp; Towers</i>	3	OCAHO	522	(1993)
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<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
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<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
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<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	(2019)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	562	(1993)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO	542	(1993)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>McNier v. San Francisco State University College of Business</i>	7	OCAHO	998	(1998)

<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	(1994)
<i>Moises Reyes v. Pilgrim Psychiatric Center</i>	3	OCAHO	529	(1993)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati</i>	1	OCAHO	128	(1990)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Roberto Decasez-Martinez v. Tyson Foods, Inc.</i>	2	OCAHO	372	(1991)
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
<i>Salvador Chavarin-Lopez v. Nichols Farms</i>	2	OCAHO	371	(1991)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	(1996)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
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<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. General Dynamics</i>	3	OCAHO	517	(1993)
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)

<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	676	(1994)
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	(1991)
<i>United States v. Swift &amp; Co.</i>	9	OCAHO	1068	(2001)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>Yves Nguyen v. ADT Engineering, Inc.</i>	3	OCAHO	489	(1993)
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<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Robert S. Mathews v. Goodyear Tire &amp; Rubber Company</i>	7	OCAHO	929	(1997)
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<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
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<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	(2015)
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<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
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<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
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<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 a	(2018)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
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<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
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<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
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10 OCAHO 1124 (2008)

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1 OCAHO 144 (1990)

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3 OCAHO 470 (1992)

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4 OCAHO 638 (1994)

*Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation*

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<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
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<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
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Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	(2002)
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<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
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<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
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<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
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Intent To Discriminate If Person Would Have Acted Differently But For Protected Characteristic				
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<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
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<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
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<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
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<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
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<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
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<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO	773	(1995)
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<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
Malice Or Ill Will Is Not Required to Establish Discrimination				

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National Origin				
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman &amp; CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	(1991)
Generally				
<i>Albert Gimein v. Department of Defense &amp; Grumman Aerospace Corporation</i>	3	OCAHO	503	(1993)
<i>Bassey J. Udofot v. General Electric Company, Astro-Space Division</i>	1	OCAHO	205	(1990)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	392	(1991)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jose Jasso v. Danbury Hilton &amp; Towers</i>	3	OCAHO	522	(1993)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO	542	(1993)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)

<i>Moises Reyes v. Pilgrim Psychiatric Center</i>	3	OCAHO	529	(1993)
<i>Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati</i>	1	OCAHO	128	(1990)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO	413	(1992)
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<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1015	(1998)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	(1995)
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	(1995)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	(1996)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
No Mandate That U.S. Citizen Be Afforded Preference Over Equally Qualified Alien Individual				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
Nonimmigrant				
H-1B visa				
<i>William S. Monda v. Staryhab, Inc.</i>	8	OCAHO	1002	(1998)
OCAHO Case Law, Unlike Title VII, Has Never Recognized the Disparate Impact Theory				

<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	(2015)
OCAHO Has No Authority Over Discrimination Claims Covered by Statutes Other Than Section 1324b				
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
OCAHO Jurisprudence Looks To Cases Under Title VII for General Guidance in Interpreting Section 1324b				
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
OSC, A Separate and Distinct Party, Can Pursue Complaint-In-Intervention Without Charging Party				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
Pattern or Practice				
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
<i>United States v. Volvo Trucks North America, Inc.</i>	7	OCAHO	994	(1998)
Pattern Or Practice of Discrimination Shown If Employer Discriminates As Standard Operating Procedure				
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
Prescreening of Employment Applicants Based on Their Documentation is Impermissible				
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
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<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	(2019)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)

#### Reduction in Force

<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)

#### Retaliation

<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	(1995)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	(1994)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO	1300	(2017)
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1124	(2008)

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	(1996)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	663	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Seidou Diarrassouba v. Medallion Financial Corporation</i>	9	OCAHO	1076	(2001)
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)

#### Section 1324b Does Not Encompass Complaints About Terms and Conditions of Employment

<i>Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC</i>	12	OCAHO	1302	(2017)
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306	(2017)
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)

<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	(2018)
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
Similarly Situated Comparators				
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	(2019)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
Subject Matter Jurisdiction				
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1024	(1999)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)
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<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)

<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)
To Rebut Prima Facie Case, Employer Must State Non-Discriminatory Reason for Employment Decision				
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	(2019)
<i>Michael Edward Johnson v. Progressive Roofing</i>	12	OCAHO	1295	(2017)
<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	(2015)
U.S. Workers Cannot Be Discriminated Against in Favor of Foreign Workers				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
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<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	(2015)
Where Two Legally Independent Remedies Are Provided, No Barrier To Pursuing Both Simultaneously				
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
Who Qualifies as a Protected Individual for Citizenship Status Discrimination				
<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	(2019)
<i>Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC</i>	12	OCAHO	1302	(2017)

<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	(2015)
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	(2019)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson &amp; McDavid</i>	12	OCAHO	1287	(2016)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO	1311	(2018)

## DISMISSAL

### Abandonment

<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO	598	(1994)
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	622	(1994)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO	605	(1994)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	628	(1994)
<i>Noe Rodriguez v. Tyson Foods, Inc.</i>	9	OCAHO	1109	(2004)
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson &amp; McDavid</i>	12	OCAHO	1287	(2016)
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson &amp; McDavid</i>	12	OCAHO	1287	(2016)
<i>Tito Ponce Chavez v. National By-Products</i>	4	OCAHO	620	(1994)
<i>United States v. Cordin Company</i>	10	OCAHO	1162	(2012)
<i>United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.</i>	4	OCAHO	656	(1994)
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1177	(2013)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1054	(2000)
<i>Zoila Palma v. Farley Foods</i>	5	OCAHO	757	(1995)

### Acting Lawfully Under a Regulation

<i>Tanya Louise Seaver v. BAE Systems</i>	9	OCAHO	1111	(2004)
After-Acquired Information				
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
Citizenship Status Discrimination				
<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO	1176	(2013)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO	1140	(2011)
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
Citizenship Status Jurisdiction				
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
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<i>Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.</i>	5	OCAHO	746	(1995)
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<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	(1994)

<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Dismissal With Prejudice is the Equivalent of a Decision on the Merits				
<i>United States v. Sahara Wireless International, Inc.</i>	11	OCAHO	1262	(2015)
Dismissal Without Prejudice Leaves the Parties As If No Action Had Been Brought At All				
<i>United States v. Sahara Wireless International, Inc.</i>	11	OCAHO	1262	(2015)
Even Under Liberal Pleading Standards, Claims Lacking Adequate Basis Must Be Dismissed				
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
Failure to Respond				
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1177	(2013)
Failure to Respond to an Order May Be Deemed an Abandonment of a Party's Complaint				
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson &amp; McDavid</i>	12	OCAHO	1287	(2016)
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson &amp; McDavid</i>	12	OCAHO	1287	(2016)
Failure To Respond to an Order May Be Deemed an Abandonment of a Party's Request for a Hearing				
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
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<i>Amadeo Gonzalez v. Phoenix Motor Company</i>	3	OCAHO	410	(1992)
<i>Ashutosh Sharma v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)
<i>Aurelia Forden v. Dr. Lothar Griessbach</i>	5	OCAHO	735	(1995)
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	(1995)
<i>Carlos Alfredo Osorno v. Cesar Geraldo, Owner, Reliable Graphics, Inc.</i>	1	OCAHO	275	(1990)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)

<i>Daniel Cavazos v. Wanxiang America Corporation</i>	10	OCAHO	1138	(2011)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	419	(1992)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Frank Thomas Brown v. Baltimore City Public Schools</i>	3	OCAHO	480	(1992)
<i>Grzegirz Pioterek v. Scott Worldwide Food Service</i>	3	OCAHO	530	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation</i>	4	OCAHO	707	(1994)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Robert S. Mathews v. Goodyear Tire &amp; Rubber Company</i>	7	OCAHO	929	(1997)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	461	(1992)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>Susan K. Horst v. Juneau School District City and Borough of Juneau</i>	7	OCAHO	957	(1997)
<i>United States v. Azteca Restaurant, Northgate</i>	1	OCAHO	33	(1988)
<i>United States v. Capitol Arts &amp; Frames, Inc.</i>	1	OCAHO	229	(1990)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)

Final Order of Dismissal Based on Abandonment Analogous to Entry of Default Judgment

<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
Frivolous Complaint				
<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
Generally				
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	(1993)
<i>Ahmad S. Elhajomar v. City and County of Honolulu</i>	1	OCAHO	246	(1990)
<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	(1992)
<i>Bassey J. Udofot v. 88 Vapor Technologies</i>	3	OCAHO	506	(1993)
<i>Bassey J. Udofot v. General Electric Company, Astro-Space Division</i>	1	OCAHO	205	(1990)
<i>Bassey J. Udofot v. Kaman Sciences Corporation</i>	1	OCAHO	208	(1990)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	547	(1993)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	392	(1991)
<i>Cristina Escalante v. California Commerce Bank</i>	1	OCAHO	64	(1989)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	884	(1996)
<i>Eden Harrison Adatsi v. Citizens &amp; Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>Errol Williams v. Lucas &amp; Associates</i>	1	OCAHO	272	(1990)
<i>Errol Williams v. Lucas &amp; Associates</i>	2	OCAHO	357	(1991)
<i>Errol Williams v. Touche Ross &amp; Company d/b/a Deloitte &amp; Touche</i>	1	OCAHO	222	(1990)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	558	(1993)

<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	484	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	476	(1992)
<i>Hector Cascante v. Kayak Club</i>	1	OCAHO	223	(1990)
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO	144	(1990)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	432	(1992)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	214	(1990)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	227	(1990)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	266	(1990)
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)
<i>Jimmy-Jack Jackai v. Frito-Lay, Inc. and North Texas State University Career Planning and Placement Service</i>	1	OCAHO	188	(1990)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Juan Antonio Cardona Godinez v. Armguard Security Patrol</i>	3	OCAHO	490	(1993)
<i>Lazaro Antonio Arrieta v. Michigan Employment Security Commission</i>	3	OCAHO	471	(1992)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Malek Ebrahim Hatam v. Mr. Nasser Zaghi, Park General, Inc.</i>	1	OCAHO	160	(1990)
<i>Manuel Garcia v. Watertown Nurseries</i>	1	OCAHO	233	(1990)
<i>Marcelino Rivera v. Trees Now, Inc.</i>	1	OCAHO	234	(1990)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	562	(1993)
<i>Maria Guzman v. Guardian Electric Manufacturing Company</i>	3	OCAHO	546	(1993)
<i>Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)</i>	3	OCAHO	508	(1993)
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	(1991)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Moises Reyes v. Pilgrim Psychiatric Center</i>	3	OCAHO	529	(1993)

<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO	916	(1997)
<i>Troncoso v. Ferlin Service Industries</i>	1	OCAHO	110	(1989)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	391	(1991)
<i>United States v. Auburn University</i>	4	OCAHO	658	(1994)
<i>United States v. Azteca Restaurant, Northgate</i>	1	OCAHO	33	(1988)
<i>United States v. Bayley's Quality Seafoods, Inc.</i>	1	OCAHO	249	(1990)
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO	250	(1990)
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
<i>United States v. Commander Construction, Inc. t/a Commander Construction Company</i>	1	OCAHO	32	(1988)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Farmers Insurance Group of Companies</i>	1	OCAHO	22	(1988)
<i>United States v. Francisco's Restaurant, Inc.</i>	1	OCAHO	206	(1990)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	320	(1991)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	681	(1994)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	264	(1990)
<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO	6	(1988)
<i>United States v. Law Offices of Manulkin, Glaser &amp; Bennett</i>	1	OCAHO	100	(1989)
<i>United States v. Lectro Tek Services, Inc.</i>	1	OCAHO	172	(1990)
<i>United States v. Leticia Cruz-Mandoza</i>	5	OCAHO	750	(1995)
<i>United States v. Lighthouse Restaurant</i>	1	OCAHO	7	(1988)
<i>United States v. Marcos Iniguez-Casillas</i>	6	OCAHO	870	(1996)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
<i>United States v. McDonnell Douglas Corporation</i>	3	OCAHO	507	(1993)

<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	202	(1990)
<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	103	(1989)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>United States v. Simon Osagie Iyawo</i>	5	OCAHO	744	(1995)
<i>United States v. Sizzler Restaurants International, Inc.</i>	2	OCAHO	325	(1991)
<i>United States v. Sparky's Waterfront Saloon, Inc.</i>	1	OCAHO	126	(1990)
<i>United States v. Tenampa Ballroom</i>	1	OCAHO	38	(1988)
<i>United States v. Victor Hugo Baches-Corado</i>	3	OCAHO	571	(1993)
<i>United States v. Visit USA Bureau - San Francisco, Inc.</i>	1	OCAHO	155	(1990)
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO	741	(1995)
Joint Motion				
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
Jurisdiction				
<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman &amp; CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.</i>	6	OCAHO	850	(1996)
National Origin Discrimination				
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
National Origin Jurisdiction				

<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	(2015)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman &amp; CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	(2018)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	(1995)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
Persons Protected				
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
Respondent				
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
Service				
<i>United States v. Mayfly Fashion, Inc.</i>	6	OCAHO	894	(1996)
Settlement				
<i>Ashutosh Sharma v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)

<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
<i>United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes</i>	6	OCAHO	921	(1997)
<i>United States v. IBP, Inc.</i>	5	OCAHO	766	(1995)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)
<i>United States v. Turner's Japanese Auto Repair</i>	8	OCAHO	1009	(1998)
Subject Matter Jurisdiction				
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman &amp; CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	(2018)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	(1999)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	6	OCAHO	923	(1997)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Massala Prince Reffell v. Prairie View A&amp;M University</i>	9	OCAHO	1057	(2000)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>United States v. American Airlines</i>	8	OCAHO	1044	(2000)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1054	(2000)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)

## Summary Decision

<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO	1176	(2013)
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)
Treated as Motion for Summary Decision				
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
Tax Protester				
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
Timeliness				
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>United States v. Performance Printing Corporation</i>	5	OCAHO	779	(1995)
Treated as Motion for Summary Decision Where Evidence Outside Pleadings is Considered				

<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
Untimely Filing				
<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	(2003)
<i>Ernestina C. Lopez v. James Jung, Hallmark Cleaners</i>	10	OCAHO	1171	(2013)
<i>Galdino Casillas Garcia v. McCarron Electric Company</i>	5	OCAHO	747	(1995)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	6	OCAHO	843	(1996)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO	809	(1995)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	5	OCAHO	726	(1995)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
<i>Sall v. Wal-Mart Stores, Inc.</i>	10	OCAHO	1161	(2012)
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO	999	(1998)
With Prejudice				
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)
<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	810	(1995)
<i>Linda S. Walker v. United Airlines, Inc.</i>	6	OCAHO	856	(1996)
<i>Tulin E. Mangir v. TRW, Inc.</i>	4	OCAHO	672	(1994)
<i>United States v. Auburn University</i>	4	OCAHO	658	(1994)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
Without Prejudice				
<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO	598	(1994)

<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Tulin E. Mangir v. TRW, Inc.</i>	4	OCAHO	672	(1994)
<b>DOCUMENT ABUSE</b>				
Acceptable Documents				
<i>Michael Edward Johnson v. Progressive Roofing</i>	12	OCAHO	1295	(2017)
Back Pay				
<i>United States v. Acosta, Inc. d/b/a McDonald's</i>	7	OCAHO	961	(1997)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
Citizenship Status				
<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO	1300	(2017)
<i>Elodia Guzman v. Yakima Fruit &amp; Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO	1311	(2018)
Citizenship Status Discrimination				
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
Civil Money Penalty				
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
Discrimination				
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)

<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Swift &amp; Co.</i>	9	OCAHO	1068	(2001)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)

#### Document Abuse Claim Based on Citizenship Status May Be Raised Only By Protected Individuals

<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	(2019)
<i>Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC</i>	12	OCAHO	1302	(2017)
<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO	1300	(2017)
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO	1311	(2018)

#### Documents

<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	(1999)
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#### Acceptable

<i>United States v. Acosta, Inc. d/b/a McDonald's</i>	7	OCAHO	961	(1997)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)

#### Genuineness of Appearance

<i>United States v. Acosta, Inc. d/b/a McDonald's</i>	7	OCAHO	961	(1997)
<i>United States v. IBP, Inc.</i>	7	OCAHO	900	(1997)

#### Employer's Refusal to Accept Promise of Document In Lieu of Actual Document is not Document Abuse

<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
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#### Failure to State a Claim

<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)

<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO	1140	(2011)
<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Robert S. Mathews v. Goodyear Tire &amp; Rubber Company</i>	7	OCAHO	929	(1997)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
<i>United States v. Swift &amp; Co.</i>	9	OCAHO	1068	(2001)

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<i>Daniel DeNardo v. WH Smith USA Travel</i>	9	OCAHO	1080	(2002)
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<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>James D. Westendorf v. Brown &amp; Root, Inc.</i>	3	OCAHO	477	(1992)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	(1996)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)

<i>United States v. IBP, Inc.</i>	7	OCAHO	900	(1997)
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Swift &amp; Co.</i>	9	OCAHO	1068	(2001)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
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<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
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<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
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<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	6	OCAHO	923	(1997)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
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<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO	1300	(2017)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
No Prima Facie Case of Document Abuse When Employer's Actions are Compliant With the Law				
<i>Michael Edward Johnson v. Progressive Roofing</i>	12	OCAHO	1295	(2017)
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<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	(2019)
<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO	1300	(2017)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	6	OCAHO	880	(1996)
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<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	(2015)
<i>Carlos Alberto Martinez v. Noah's New York Bagels, Inc.</i>	6	OCAHO	917	(1997)
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Elodia Guzman v. Yakima Fruit &amp; Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Michael Edward Johnson v. Progressive Roofing</i>	12	OCAHO	1295	(2017)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
Tax Protester				
<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)

<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	6	OCAHO	923	(1997)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)

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<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	725	(1995)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)

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<i>United States v. Maria Sourovova</i>	8	OCAHO	1020	(1998)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)

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<i>United States v. David Segura-Sataray</i>	4	OCAHO	703	(1994)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
<i>United States v. Simon Osagie Iyaw</i>	5	OCAHO	744	(1995)

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<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)
<i>United States v. Budiman Napitupulu</i>	7	OCAHO	96	(1997)
<i>United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez</i>	5	OCAHO	732	(1995)
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	725	(1995)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Mireya Pedraza-Guzman</i>	5	OCAHO	792	(1995)
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
<i>United States v. Pedro Dominguez</i>	8	OCAHO	1000	(1998)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)

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<i>United States v. Budiman Napitupulu</i>	7	OCAHO	96	(1997)
<i>United States v. Felipe De Leon-Valenzuela</i>	8	OCAHO	1004	(1998)
<i>United States v. Maria Sourovova</i>	7	OCAHO	987	(1998)

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<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO	993	(1998)
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## DOCUMENTS

### Acceptable

<i>United States v. Acosta, Inc. d/b/a McDonald's</i>	7	OCAHO	961	(1997)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
Generally				

<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
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<i>United States v. C&amp;K Metals, Inc. a/k/a Leach Cast &amp; Steel, Inc.</i>	6	OCAHO	845	(1996)
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<i>United States v. Chums Corporation</i>	6	OCAHO	842	(1996)
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<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	839	(1996)
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<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)
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<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
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<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
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#### Privilege Claim

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
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<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	103	(1989)
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<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	105	(1989)
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<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
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##### Defense(s)

<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
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<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
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##### Penalties

<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
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#### DUTY

## Employee

*United States v. El Paso Hospitality, Inc.*

5 OCAHO 737 (1995)

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*United States v. 4431, Inc. t/a Candlelight Inn*

4 OCAHO 611 (1994)

*United States v. Davis Nursery, Inc.*

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*United States v. El Paso Hospitality, Inc.*

5 OCAHO 737 (1995)

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4 OCAHO 670 (1994)

*United States v. Karnival Fashion, Inc.*

5 OCAHO 769 (1995)

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*United States v. Burns and Intra-Continental Enterprises*

5 OCAHO 768 (1995)

*United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana*

5 OCAHO 794 (1995)

*United States v. David Jenkins*

5 OCAHO 743 (1995)

*United States v. El Paso Hospitality, Inc.*

5 OCAHO 737 (1995)

*United States v. R&M Fashion, Inc.*

6 OCAHO 826 (1995)

## Employers Do Not Have to Complete I-9s for Employees Hired Prior to the Effective Date of IRCA

*United States v. Crescent City Meat Company, Inc.*

11 OCAHO 1217 (2014)

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*United States v. China Wok Restaurant, Inc., a Nebraska Corporation*

4 OCAHO 608 (1994)

*United States v. Corporate Loss Prevention Associates, Ltd.*

6 OCAHO 886 (1996)

*United States v. Davis Nursery, Inc.*

4 OCAHO 694 (1994)

*United States v. GRS, Inc. d/b/a Gasket Engineering*

4 OCAHO 627 (1994)

*United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner*

4 OCAHO 670 (1994)

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*United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.*

3 OCAHO 583 (1993)

<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
<b>EDUCATION</b>				
Generally				
<i>United States v. Bayley's Quality Seafoods, Inc.</i>	1	OCAHO	238	(1990)
Mitigation				
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<b>EIGHTH AMENDMENT</b>				
Civil Money Penalty				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
Defense(s)				
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<b>ELECTRONIC EMPLOYMENT ELIGIBILITY VERIFICATION</b>				
Acceptable Documents				
<i>Michael Edward Johnson v. Progressive Roofing</i>	12	OCAHO	1295	(2017)
Employer May (But Is Not Required To) Terminate An Employee After A Final Nonconfirmation				
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	(2019)
Employers Enrolled in E-Verify May Only Accept List B Document Containing a Photograph				
<i>Michael Edward Johnson v. Progressive Roofing</i>	12	OCAHO	1295	(2017)
Errors In Employee's Information in E-Verify				
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	(2019)

Final Nonconfirmation

*Loleitha Atheria Wilson v. Waste Connections, Inc.*

13 OCAHO 1315 (2019)

Participation in E-Verify Doesn't Exempt Employer From Completing, Retaining and Producing I-9s

*United States v. Golden Employment Group, Inc.*

12 OCAHO 1274 (2016)

*United States v. Golf International d/b/a Desert Canyon Golf*

10 OCAHO 1214 (2014)

*United States v. Golf International d/b/a Desert Canyon Golf*

11 OCAHO 1222 (2014)

*United States v. SKZ Harvesting, Inc.*

11 OCAHO 1266 (2016)

*United States v. Speedy Gonzalez Construction, Inc.*

11 OCAHO 1228 (2014)

Tentative Nonconfirmation

*Loleitha Atheria Wilson v. Waste Connections, Inc.*

13 OCAHO 1315 (2019)

**EMPLOYEES**

Defined As Persons Who Provide Services or Labor for Wages or Other Remuneration

*United States v. Dr. Robert Schaus, D.D.S.*

11 OCAHO 1239 (2014)

*United States v. Homestead Metal Recycling Corp.*

11 OCAHO 1251 (2015)

*United States v. Leed Construction, Megan Burkholder*

11 OCAHO 1237 (2014)

Definition

*United States v. Dr. Robert Schaus, D.D.S.*

11 OCAHO 1239 (2014)

*United States v. Homestead Metal Recycling Corp.*

11 OCAHO 1251 (2015)

*United States v. Leed Construction, Megan Burkholder*

11 OCAHO 1237 (2014)

*United States v. Metropolitan Enterprises, Inc.*

12 OCAHO 1297 (2017)

*United States v. Speedy Gonzalez Construction, Inc.*

11 OCAHO 1228 (2014)

*United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant*

10 OCAHO 1208 (2014)

Employee Defined as Individual Who Provides Services or Labor for an Employer for Wages or Other Remuneration

<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228	(2014)
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<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Generally				
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1035	(1999)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
Grandfathered				
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1195	(2013)
Hearsay				
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
Independent Contractor Determination Looks to Regulation, OCAHO Cases and Federal Agency Law				
<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
Independent Contractor(s)				
<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)

Individual Not an Employee Where There Is a Showing of Ownership and Control Over the Enterprise

*United States v. Speedy Gonzalez Construction, Inc.*

11 OCAHO 1228 (2014)

Loss of Grandfathered Status

*United States v. Anodizing Industries, Inc.*

10 OCAHO 1184 (2013)

Mere Name on List or I-9 Without Proof of Remuneration Insufficient to Prove Employment

*United States v. Dr. Robert Schaus, D.D.S.*

11 OCAHO 1239 (2014)

*United States v. Leed Construction, Megan Burkholder*

11 OCAHO 1237 (2014)

*United States v. Metropolitan Enterprises, Inc.*

12 OCAHO 1297 (2017)

Must Look At Individual's Level of Control Within Entity to Determine Whether Employee

*United States v. Jalisco's Bar and Grill, Inc.*

11 OCAHO 1224 (2014)

National Origin

*Martin Flores v. Logan Foods Company*

6 OCAHO 874 (1995)

National Origin Claim(s)

*Cormia v. Home Care Giver Services*

10 OCAHO 1160 (2012)

*Leonid Naginsky v. Department of Defense and EG&G Dynatrend*

6 OCAHO 891 (1996)

*Michael K. Lee v. Airtouch Communications*

6 OCAHO 901 (1996)

Neither Form of Entity Nor Individual's Title is Determinative of Employee Status

*United States v. Jalisco's Bar and Grill, Inc.*

11 OCAHO 1224 (2014)

Owner/Partner Not an Employee Where There is a Showing of Ownership and Control Over the Enterprise

*United States v. Homestead Metal Recycling Corp.*

11 OCAHO 1251 (2015)

*United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant*

10 OCAHO 1208 (2014)

## Three Level Inquiry to Determinine Whether Individual Is An Independent Contractor Or An Employee

*United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services* 11 OCAHO 1257 (2015)  
Work Authorization

*Zelleka Getahun v. Dupont Merck Pharmaceutical Company* 6 OCAHO 880 (1996)

### EMPLOYER PRACTICES

#### Burden of Proof

*Corneliu Curuta v. Tomball College* 9 OCAHO 1099 (2003)  
Compliance with Employer Sanctions

*United States v. Diversified Technology and Services of Virginia, Inc.* 9 OCAHO 1095 (2003)

*United States v. Robison Fruit Ranch, Inc.* 6 OCAHO 855 (1996)

*United States v. Walden Station, Inc.* 8 OCAHO 1053 (2000)

*Wisniewski v. Douglas County School System* 1 OCAHO 29 (1988)

#### Continuing Violation(s)

*Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis* 2 OCAHO 348 (1991)

*Jorge Mario Ipina v. Michigan Jobs Commission* 8 OCAHO 1036 (1999)

*Linda S. Walker v. United Airlines, Inc.* 4 OCAHO 686 (1994)

*United States v. Curran Engineering Company, Inc.* 7 OCAHO 975 (1997)

*United States v. Fairfield Jersey, Inc.* 9 OCAHO 1069 (2001)

*United States v. Mesa Airlines* 1 OCAHO 74 (1989)

*United States v. Southwest Marine Corporation, a California Corporation* 2 OCAHO 400 (1989)

*United States v. Southwest Marine Corporation, a California Corporation* 3 OCAHO 429 (1992)

*United States v. Weld County School District* 2 OCAHO 326 (1991)

#### Discharge

<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	558	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)

#### Discrimination

<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)

#### Citizenship Status

<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO	1140	(2011)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)

#### Evidence

<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO	773	(1995)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)

#### Document Abuse

<i>Carlos Alberto Martinez v. Noah's New York Bagels, Inc.</i>	6	OCAHO	917	(1997)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)

#### Documents

<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
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#### Knowledge of Required

<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)

## Production

<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>James D. Westendorf v. Brown &amp; Root, Inc.</i>	3	OCAHO	477	(1992)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	(1996)
<i>Omar Egal v. Sears Roebuck &amp; Company</i>	3	OCAHO	442	(1992)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO	413	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)

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<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)

## Hire/Hiring

<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt &amp; Mosle</i>	3	OCAHO	550	(1993)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	558	(1993)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)

<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	661	(1994)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Knowledge of Employer				
<i>United States v. Aid Maintenance Company, Inc.</i>	7	OCAHO	951	(1997)
U.S. Citizen-Only Policy				
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
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<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
Prescreening				
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
Reduction in Force				
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)

## Retaliation

*Guy Santiglia v. Sun Microsystems, Inc.* 9 OCAHO 1110 (2004)

## Retaliation

*Benjamin A. K. Yohan v. Central State Hospital* 4 OCAHO 593 (1994)

*Cecilia Araceli Basua v. Walmart #1554* 3 OCAHO 535 (1993)

*Cecilia Araceli Basua v. Walmart #1554* 3 OCAHO 547 (1993)

*Drahomira Adame v. Dunkin Donuts* 4 OCAHO 691 (1994)

*Drahomira Adame v. Dunkin Donuts* 5 OCAHO 722 (1995)

*Eric Robin Cholerton v. Robert M. Hadley Company, Inc.* 7 OCAHO 934 (1997)

*Gurpreet Sodhi v. Maricopa County Special Health Care District* 9 OCAHO 1127 (2007)

*Gurpreet Sodhi v. Maricopa Medical Center* 10 OCAHO 1124 (2008)

*Jimmy Jack Jackai v. Dallas County Data Services* 3 OCAHO 569 (1993)

*Joan A. Lardy v. United Airlines, Inc.* 4 OCAHO 595 (1994)

*Krzysztof Zarazinski v. Anglo Fabrics, Company* 4 OCAHO 638 (1994)

*Linda Chellouf v. Inter American University of Puerto Rico* 12 OCAHO 1269 (2016)

*Margarita Yefremov v. New York City Department of Transportation* 3 OCAHO 562 (1993)

*Martin John Shortt v. Dick Clark's American Bandstand Grill* 10 OCAHO 1130 (2009)

*Olatunji Moshood Fakunmoju v. Claims Administration Corporation* 4 OCAHO 624 (1994)

*United States v. Hotel Martha Washington Corporation* 5 OCAHO 786 (1995)

*United States v. Shirley Fuimoto, Hawaii Government Employees Association* 7 OCAHO 937 (1997)

*United States v. Southwest Marine Corporation, a California Corporation* 3 OCAHO 429 (1992)

## Summary Decision

### Knowledge of Employer

*United States v. Haim Co., Inc.* 7 OCAHO 988 (1998)

## EMPLOYER PRACTICES/REDUCTION IN FORCE

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1100	(2003)
<b>EMPLOYER(S)</b>				
Burden of Proof				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
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<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
Duty				
<i>United States v. R&amp;M Fashion, Inc.</i>	6	OCAHO	826	(1995)
Generally				
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>United States v. General Dynamics</i>	3	OCAHO	517	(1993)
Independent Contractor(s)				
<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)

<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
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<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
Knowledge				

<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
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<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
Successorship Liability				

<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.</i>	12	OCAHO	1291	(2016)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
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<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)
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Authorization				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

#### Continue to Employ

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Giambli Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	518	(1993)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	66	(1989)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Saeed Rahimzadeh Corporation</i>	3	OCAHO	551	(1993)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)

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<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)

<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
Discrimination				
<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO	1134	(2010)
Duty				
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	518	(1993)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
Employee				
Borrowed Employees				
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
Definition				
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	369	(1991)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
Duty				
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
Form I-9				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
Grandfathered Employees				
<i>Johnson v. Florida Power Corporation</i>	7	OCAHO	981	(1997)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Doug Eier d/b/a Blue Mountain Recreation and Cyclery</i>	1	OCAHO	256	(1990)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Halshan, Inc. d/b/a California Pacific</i>	1	OCAHO	278	(1990)

<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	1	OCAHO	218	(1990)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
Employer(s)				
Apparent or Implied Authority				
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)
Definition				
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	320	(1991)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
<i>United States v. Richard Bakovic</i>	3	OCAHO	482	(1991)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO	138	(1990)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)
Duty				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Basim Aziz Hanna d/b/a Ferris &amp; Ferris Pizza</i>	1	OCAHO	200	(1990)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Boo Bears Den</i>	1	OCAHO	71	(1989)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	886	(1996)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)

<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Giambilis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Manos &amp; Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	(1990)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. Vogue Pleating, Stitching &amp; Embroidery Corporation</i>	5	OCAHO	782	(1995)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
Duty of Reverification				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	3	OCAHO	427	(1992)
Generally				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)

<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO	138	(1990)
Independent Contractors				
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
Knowledge of Employer				
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
Evidence				
<i>Cormia v. Home Care Giver Services</i>	10	OCAHO	1160	(2012)
<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO	1134	(2010)
Generally				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	288	(1991)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
Grandfathered Employees				
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1195	(2013)
Independent Contractor(s)				
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO	309	(1991)
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	288	(1991)

<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. Richard Bakovic</i>	3	OCAHO	482	(1991)
<i>United States v. Saidabrur Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)

#### Knowledge

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Randall Kurzton, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

#### Number of Hours an Employee Worked Not Determinative of Duration of Employment

<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
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#### Seasonal Agricultural Workers

<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. Ralph Sanchez, Labor Contractor</i>	1	OCAHO	58	(1989)

### EMPLOYMENT AUTHORIZATION

#### Documents

<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	(1996)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)

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<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO	773	(1995)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)

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<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	7	OCAHO	980	(1997)
<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	382	(1991)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	391	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	401	(1992)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	402	(1992)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. G.L.C. Restaurant d/b/a Capriccio Restaurant</i>	3	OCAHO	439	(1992)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	216	(1990)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	270	(1990)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	2	OCAHO	389	(1991)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	864	(1996)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	308	(1991)

### Prevailing Party

<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
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## Reasonableness Standard

*Charo's Corporation d/b/a Charo's Restaurant v. United States*

5 OCAHO 761 (1995)

## Substantial Justification

*Charo's Corporation d/b/a Charo's Restaurant v. United States*

5 OCAHO 761 (1995)

## EQUITABLE TOLLING

### 180-Day Period

*Ephrain Manuel Berlanga v. Butterball Company*

4 OCAHO 669 (1994)

*Galdino Casillas Garcia v. McCarron Electric Company*

5 OCAHO 747 (1995)

*Glauco Luiz Ortolano v. Wordperfect Company*

4 OCAHO 716 (1994)

*Jack N. Toussaint v. Tekwood Data Processing Consulting*

6 OCAHO 892 (1996)

*Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering*

4 OCAHO 648 (1994)

*Joan A. Lardy v. United Airlines, Inc.*

4 OCAHO 595 (1994)

*Joseph E. Sabol v. Northern Michigan University*

9 OCAHO 1107 (2004)

*Oswalde Woode v. Central Regional Hospital NCDHHS Agency*

11 OCAHO 1235 (2014)

*Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company*

4 OCAHO 695 (1994)

### 5/10 Year Rule

*Alan Rusk v. Northrop Corporation and Department of Defense*

4 OCAHO 607 (1994)

*Leonid Naginsky v. Department of Defense and EG&G Dynatrend*

5 OCAHO 726 (1995)

*Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation*

4 OCAHO 711 (1994)

*Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company*

4 OCAHO 653 (1994)

*Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division*

4 OCAHO 660 (1994)

## Available in Extraordinary Circumstances Beyond Party's Control That Prevented Timely Filing

*United States v. Chen Wilmington, Inc.*

11 OCAHO 1241 (2015)

<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Available Where Party Prevented From Filing By Wrongful Conduct of Opponent				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
Charge				
<i>Ephrain Manuel Berlanga v. Butterball Company</i>	4	OCAHO	669	(1994)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	(1996)
<i>United States v. Auburn University</i>	4	OCAHO	602	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	695	(1994)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
Complaint				
<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	(2003)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
Complaint Filing Period				

<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
Discrimination Actionable Only If OSC/IER Charge Filed Within 180 Days of Alleged Act				
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
Equitable Estoppel				
<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	(2003)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
Equitable Tolling Does Not Extend to Garden Variety Claim of Excusable Neglect				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
Equitable Tolling is Rare Remedy Available Only Where Requesting Party Exercised Due Diligence				
<i>Bienvenido Antonio Thompson v. Prestige Towing Services</i>	13	OCAHO	1309	(2018)
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306	(2017)
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	(2018)
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
Equitable Tolling of Charge Filing Period				
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 a	(2018)
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	(2018)
Filing of EEOC Charge Does Not Toll Limitations Period for Filing of IER/OSC Charge				
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	(2018)
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
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<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	(1990)
<i>Daniel D. Tiplea v. Reynolds Electrical &amp; Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Emil Anis Halim v. Accu-Labs Research, Inc.</i>	3	OCAHO	474	(1992)
<i>Errol Williams v. Touche Ross &amp; Company d/b/a Deloitte &amp; Touche</i>	1	OCAHO	258	(1990)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	674	(1994)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	(1995)
<i>Moises Reyes v. Pilgrim Psychiatric Center</i>	3	OCAHO	529	(1993)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1037	(1999)
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO	999	(1998)

May Be Available Where Party Prevented From Timely Filing by Circumstances Beyond Party's Control

<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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Memorandum of Understanding (MOU)

<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 a	(2018)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)

Mere Ignorance of Filing Requirements Does Not Justify Equitable Tolling

<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	(2018)
No Basis for Equitable Tolling When Party Had Actual Notice of Limitations Period and Ignored It				
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 a	(2018)
Notification				
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	7	OCAHO	991	(1998)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
Pro Se				
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	(1990)
<i>Ashwani Goel v. Indotronix International Corporation</i>	9	OCAHO	1102	(2003)
<i>Bienvenido Antonio Thompson v. Prestige Towing Services</i>	13	OCAHO	1309	(2018)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Daniel D. Tiplea v. Reynolds Electrical &amp; Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Emil Anis Halim v. Accu-Labs Research, Inc.</i>	3	OCAHO	474	(1992)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	243	(1990)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
Pro Se Status Alone Is Not Sufficient to Justify Equitable Tolling				
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 a	(2018)
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	(2018)
Requires Showing of Extraordinary Circumstances				
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)

## Time Computation(s)

<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO	999	(1998)

## Where Employer Resists Producing Information to Office of Special Counsel

<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
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## ESTOPPEL

### Collateral

<i>Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.</i>	5	OCAHO	746	(1995)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

### Equitable

<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)

## Estoppel Against the Government Not Created Merely by Silence or Delay

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
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## Estoppel Must at a Minimum Be Premised Upon Some Affirmative Government Misconduct

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
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### Generally

<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1047	(2000)
<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	765	(1995)
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
Government Is Virtually Impervious to Claims of Equitable Estoppel				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Government May Not Be Estopped on the Same Terms as Other Litigants				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Judicial				
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
<b>ETHICAL CONDUCT</b>				
Applicable State Bar and ABA Model Rules Provide Guidance on Ethical Issues in OCAHO Proceedings				
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
Ethics Rules Require Counsel to Cite to Known Authority Contrary to Client's Position				
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
Failure to Provide Adequate Legal Support of Claims Renders a Pleading Deficient				
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
Generally				
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1079	(2002)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
Lawyers Are Officers of the Court and Have an Ethical Duty to Be Candid With the Court				

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)  
Plagiarism Violates Counsel's Duty to Act With Integrity and With Candor to the Court

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)  
Pleading and Argument Contrary to All Relevant Authority Show Lack of Candor With the Court

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)  
Standards of Conduct in OCAHO Rules are General Goals, Not Specific Standards of Conduct

*United States v. Chen Wilmington, Inc.* 11 OCAHO 1241 (2015)  
Verbatim Copying of Text Without Attribution is Plagiarism and Misrepresentation to the Court

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)  
When Ethical Issues Arise in OCAHO Proceedings, Applicable State Bar Rules Provide Guidance

*United States v. Chen Wilmington, Inc.* 11 OCAHO 1241 (2015)

#### **E-VERIFY**

Acceptable Documents

*Michael Edward Johnson v. Progressive Roofing* 12 OCAHO 1295 (2017)  
Employer May (But Is Not Required To) Terminate An Employee After A Final Nonconfirmation

*Loleitha Atheria Wilson v. Waste Connections, Inc.* 13 OCAHO 1315 (2019)  
Employers Enrolled in E-Verify May Only Accept List B Document Containing a Photograph

*Michael Edward Johnson v. Progressive Roofing* 12 OCAHO 1295 (2017)  
Errors In Employee's Information in E-Verify

*Loleitha Atheria Wilson v. Waste Connections, Inc.* 13 OCAHO 1315 (2019)

Failure to Use Voluntary E-Verify System Creates No Inference of Good or Bad Faith

*United States v. Integrity Concrete, Inc. and American Concrete, Inc.* 13 OCAHO 1307 (2017)  
Federal Contractors

*Travis John Guth v. Kaiser Permanente Hawaii* 10 OCAHO 1190 (2013)  
Final Nonconfirmation

*Loleitha Atheria Wilson v. Waste Connections, Inc.* 13 OCAHO 1315 (2019)  
Participation in E-Verify Doesn't Exempt Employer From Completing, Retaining and Producing I-9s

*United States v. Golden Employment Group, Inc.* 12 OCAHO 1274 (2016)  
*United States v. SKZ Harvesting, Inc.* 11 OCAHO 1266 (2016)  
Tentative Nonconfirmation

*Loleitha Atheria Wilson v. Waste Connections, Inc.* 13 OCAHO 1315 (2019)

**EVIDENCE**

Admissibility

*Juan Manuel Alamprese v. MNSH, Inc.* 9 OCAHO 1094 (2003)  
Affidavit(s)

*Celia Simon v. Ingram Micro, Inc.* 9 OCAHO 1088 (2003)

*Corneliu Curuta v. Tomball College* 9 OCAHO 1099 (2003)

*Daniel Joseph Bendig v. Conoco, Inc.* 9 OCAHO 1077 (2001)

*Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.* 9 OCAHO 1081 (2002)

*United States v. Dolly Boman Irani* 6 OCAHO 860 (1996)

*United States v. Esther Flores-Martinez* 5 OCAHO 733 (1995)

*United States v. Fortune East Fashion, Inc.* 7 OCAHO 977 (1997)

<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	863	(1996)
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
Hearsay				
<i>Martha Diaz v. Pacific Maritime Association</i>	9	OCAHO	1108	(2004)
After Government Meets Burden of Proof, Respondent Must Introduce Evidence to Rebut				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
ALJ Must Accept As True Unrebutted Facts Established By Documentary Evidence or Affidavit				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
Asserting Party Bears Burden of Establishing Privilege				
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
Authentication				
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	914	(1997)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	914	(1997)
Awareness of Citizenship Status				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
Burden of Production May Shift to Respondent to Controvert Government's Evidence				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)

<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
Burden of Proof				
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	460	(1992)
<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt &amp; Mosle</i>	3	OCAHO	550	(1993)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	419	(1992)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO	144	(1990)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO	430	(1992)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	(1991)
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<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)

<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Walden Station, Inc.</i>	8	OCAHO	1053	(2000)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
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<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<b>EX PARTE COMMUNICATION(S)</b>				
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<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	384	(1991)
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<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
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<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1079	(2002)
Service				
<i>Chand Wije v. Barton Springs/Edwards Aquifier C.D.</i>	4	OCAHO	645	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	854	(1996)
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
Withdrawal				
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<b>EXCEPTIONS</b>				
Acting Lawfully Under a Law				

<i>Audrey Murtano v. C. R. England, Inc.</i>	9	OCAHO	1116	(2005)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)

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<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. General Dynamics</i>	3	OCAHO	517	(1993)

#### **EXCESSIVE DOCUMENTS**

Employer Practice(s)

<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)

Generally

<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	437	(1992)
<i>James D. Westendorf v. Brown &amp; Root, Inc.</i>	3	OCAHO	477	(1992)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Acosta, Inc. d/b/a McDonald's</i>	7	OCAHO	961	(1997)
<i>United States v. Louis Padnos Iron &amp; Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)

#### **EXECUTIVE ORDERS**

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<i>United States v. Sizzlin Hot Restaurant</i>	2	OCAHO	395	(1990)
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## FAILURE TO STATE A CLAIM

### Citizenship Status

*Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid* 12 OCAHO 1287 (2016)

### Discrimination

*D'Amico v. Erie Community College* 7 OCAHO 948 (1997)

*Hutchinson v. End Stage Renal Disease Network of Florida, Inc.* 7 OCAHO 939 (1997)

*Lonnie W. Hogenmiller v. Lincare, Inc.* 7 OCAHO 953 (1997)

### Citizenship Status

*Eric Robin Cholerton v. Robert M. Hadley Company, Inc.* 7 OCAHO 934 (1997)

### Dismissal

*Ashutosh Sharma v. Discover Financial Services, LLC* 12 OCAHO 1292 (2016)

*Aurelia Forden v. Dr. Lothar Griessbach* 5 OCAHO 735 (1995)

*Brenda Bent v. Brotman Medical Center Pulse Health Services* 5 OCAHO 764 (1995)

*Christopher Winkler v. Timlin Corporation* 6 OCAHO 912 (1997)

*Daniel Cavazos v. Wanxiang America Corporation* 10 OCAHO 1138 (2011)

*Earl Russel Horne v. Town of Hampstead* 6 OCAHO 906 (1997)

*Elizabeth S. Mengarpuan v. Asbury Methodist Village* 4 OCAHO 612 (1994)

*Hutchinson v. End Stage Renal Disease Network of Florida, Inc.* 7 OCAHO 939 (1997)

*Jack N. Toussaint v. Tekwood Data Processing Consulting* 6 OCAHO 892 (1996)

*Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid* 12 OCAHO 1287 (2016)

*Roman Udala v. New York State Department of Education* 4 OCAHO 633 (1994)

*United States v. Hyatt Regency Lake Tahoe* 6 OCAHO 861 (1996)

*United States v. Mar-Jac Poultry, Inc.* 10 OCAHO 1148 (2012)

*United States v. Split Rail Fence Company, Inc.* 10 OCAHO 1181 (2013)

*Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division* 4 OCAHO 660 (1994)

## Document Abuse

<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)

## Generally

<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
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## Document Abuse

<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO	1140	(2011)
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)

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<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Susan K. Horst v. Juneau School District City and Borough of Juneau</i>	7	OCAHO	957	(1997)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)

## Knowingly Continue to Employ

<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
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## National Origin

<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson &amp; McDavid</i>	12	OCAHO	1287	(2016)
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## Retaliation

*Eric Robin Cholerton v. Robert M. Hadley Company, Inc.*

7 OCAHO 934 (1997)

*Jose N. Hernandez v. City of Santa Ana*

4 OCAHO 663 (1994)

## Subject Matter Jurisdiction

*Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos*

10 OCAHO 1126 (2008)

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction*

11 OCAHO 1246 (2015)

*United States v. Mar-Jac Poultry, Inc.*

10 OCAHO 1148 (2012)

*Werline v. Public Service Electric & Gas Company*

7 OCAHO 935 (1997)

## Tax Protester

*Bunn v. USX/US Steel*

7 OCAHO 985 (1998)

*Eric Robin Cholerton v. Robert M. Hadley Company, Inc.*

7 OCAHO 934 (1997)

*James R. Cook v. Pro Source, Inc.*

7 OCAHO 960 (1997)

## FEDERAL RULES OF CIVIL PROCEDURE

*United States v. Ronning Landscaping, Inc.*

10 OCAHO 1149 (2012)

## Affirmative Defense(s)

*United States v. David Jenkins*

4 OCAHO 649 (1994)

*United States v. Northern Michigan Fruit Company*

4 OCAHO 667 (1994)

*United States v. Tropicana Casino & Resort*

9 OCAHO 1064 (2001)

## Attorney Work Product

*United States v. Rose Acre Farms, Inc.*

12 OCAHO 1285 (2016)

## Discovery

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	(1996)
<i>United States v. Naim Ojeil &amp; Samoeil Ishk</i>	7	OCAHO	976	(1997)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)

#### Dismissal

<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	(1995)
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	884	(1996)
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Tulin E. Mangir v. TRW, Inc.</i>	4	OCAHO	672	(1994)
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)

#### Federal Rules of Civil Procedure Have No Application in Situations Covered By OCAHO Rules

<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	(2016)
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1273	(2016)

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<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	196	(1990)
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	(1990)
<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	(1992)

<i>Chand Wije v. Barton Springs/Edwards Aquifier C.D.</i>	4	OCAHO	635	(1994)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	341	(1991)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>James D. Westendorf v. Brown &amp; Root, Inc.</i>	3	OCAHO	405	(1992)
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	322	(1991)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	306	(1991)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	387	(1991)
<i>United States v. Edith Fine</i>	1	OCAHO	89	(1989)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	293	(1991)
<i>United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant</i>	2	OCAHO	360	(1991)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Farmers Insurance Group of Companies</i>	1	OCAHO	22	(1988)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	331	(1991)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	338	(1991)
<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO	119	(1989)
<i>United States v. Martinez Cleaning Company, Inc. d/b/a Martinez Cleaners</i>	1	OCAHO	121	(1990)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a J.J.L.C.</i>	1	OCAHO	170	(1990)
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. Naim Ojeil &amp; Samoeil Ishk</i>	7	OCAHO	976	(1997)

<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	555	(1993)
<i>United States v. Tropicana Casino &amp; Resort</i>	9	OCAHO	1064	(2001)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO	390	(1991)

May Be Used as a General Guide in Situations Not Provided For by OCAHO or Other Applicable Rules

<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO	1304	(2017)
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305	(2017)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)

Motion to Strike

<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO	1154	(2012)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)

Privilege Claim

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)

Protective Order(s)

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
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## Sanction (Rule 11)

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
Setting Aside Order				

<i>United States v. Monica Zapata-Cosio</i>	4	OCAHO	685	(1994)
Summary Decision				

<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
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<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
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<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
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<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
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## FEDERAL RULES OF EVIDENCE

As a Guideline

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
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Hearsay

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
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Generally

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
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## FEE SHIFTING

Generally

<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
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<i>Jarvis v. AK Steel</i>	7	OCAHO	952	(1997)
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<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
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<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
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## FIELD MANUAL

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<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1 OCAHO	123	(1990)
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1 OCAHO	98	(1989)
<i>United States v. San Ysidro Ranch</i>	1 OCAHO	183	(1990)

#### FIFTH AMENDMENT

Affirmative Defense(s)

<i>United States v. David Jenkins</i>	4 OCAHO	649	(1994)
<i>United States v. David Jenkins</i>	5 OCAHO	743	(1995)

Generally

<i>United States v. Alberto Noriega-Perez</i>	5 OCAHO	798	(1995)
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7 OCAHO	999	(1998)

Privilege Claim

<i>United States v. Alberto Noriega-Perez</i>	5 OCAHO	777	(1995)
<i>United States v. Felipe De Leon-Valenzuela</i>	8 OCAHO	1004	(1998)
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4 OCAHO	644	(1994)
<i>United States v. Pedro Dominguez</i>	6 OCAHO	910	(1997)
<i>United States v. Roberto C. Davila</i>	6 OCAHO	903	(1996)

#### FILING

Fax Filings Acceptable to Toll Filing Deadline, But Hard Copies Must Be Forwarded Simultaneously

<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11 OCAHO	1265	(2015)
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#### FINAL DECISION AND ORDER

Amended Order Does Not Toll Time Period for Filing Request for Review If Changes Are Only Clerical

<i>United States v. Buffalo Transportation, Inc.</i>	11 OCAHO	1263 a	(2015)
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## FINES

### Ability to Pay May Be Appropriate Factor to Consider In Assessing the Amount of the Penalty

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

### Across-the-Board Enhancement for Presence of Only Some Unauthorized Workers Not Permitted

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)

### Additional Factors That May Be Considered Are Party's Financials and Leniency to Small Businesses

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
ALJ Can Consider Public Policy of Leniency to Small Entities				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort				
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Penalty				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)

<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach				
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
ALJ Not Bound by ICE's Method of Calculating Penalties				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
An Employer Demonstrates Bad Faith by Paying Unauthorized Workers in Cash Under the Table				
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)
Applicable Penalty Range Depends on Date of Violations and Date of Assessment of Penalty				

<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
Bad Faith Found Where Employer Appeared to Intentionally Subvert Purposes of Section 1324a(b)				
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Change of Corporate Ownership After a Violation Does Not Affect History of Violations Factor				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Civil Money Penalty				
<i>United States v. El Azteca Dunkirk, Inc.</i>	10	OCAHO	1172	(2013)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Fowler Equipment Company, Inc.</i>	10	OCAHO	1169	(2013)

<i>United States v. Giambli Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	887	(1996)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank &amp; Stein</i>	5	OCAHO	756	(1995)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
Generally				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay				
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Deliberate Violation of Multiple Laws Governing Employer Conduct Merits Maximum Penalty				
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)
Difference in Seriousness of Violations May Be Reflected in the Final Penalty				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)

<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Employer Knowledge of Employee's Unauthorized Status Not Necessary to Enhance Fine				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Employer's Previous Receipt of a Warning Notice Does Not Constitute History of Previous Violations				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Enhancement Factor Based on Whether Specific Individual was Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Excessive				
<i>United States v. A&amp;J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)

<i>United States v. Fowler Equipment Company, Inc.</i>	10	OCAHO	1169	(2013)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
<i>United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant</i>	10	OCAHO	1194	(2013)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	878	(1996)
Excessive Fines Clause of Eighth Amendment Applies to Fines That Are Punitive				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Failure to Complete I-9 Within Three Business Days is Serious Violation				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Prepare Form I-9 Among Most Serious Paperwork Violations				
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)

<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Failure to Prepare Form I-9 Generally Warrants Higher Penalty Than Do Errors or Omissions on Form				
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
Failure to Prepare I-9 Among Most Serious Paperwork Violations				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Prepare I-9 More Serious Than Paperwork Violations				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Failure to Present I-9 Forms Due to Loss Is Still a Serious Violation				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Properly Complete I-9 Less Serious Than Failure to Prepare or Present I-9				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)

## Failure to Timely Prepare Form I-9 Is A Serious Violation

<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Generally				
<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	(1993)
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)

<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
Government Bears Burden of Proving Penalty and Aggravating Factors by Preponderance of Evidence				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Government Bears the Burden of Proof on Penalty and Aggravating Factors				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Government Has Burden of Proof On Fines and Aggravating Factors				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
Government Must Prove Aggravating Factor by Preponderance of Evidence				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)

<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence				
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
High Noncompliance Rate Insufficient to Justify Higher Penalty for Similar Situations				
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
ICE Fine Guidelines Have No Binding Effect on OCAHO				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
If 5 Factors Considered, Statute Neither Mandates Nor Precludes Mathematical Formula to Set Fine				

<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Leniency Toward Small Entities				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
Mitigation				

<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Giambli Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	825	(1995)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
No Deterrent Effect When Employer Is No Longer in Business				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized				

<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
OCAHO ALJs May Review Penalty Assessments De Novo				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
OCAHO Has No Authority to Dictate Methods Other Agency Uses to Assess Fine				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
OCAHO May Examine ICE Fine de novo				

<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Penalties Near Maximum Should Be Reserved for Most Egregious Violations				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281		(2016)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276		(2016)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222		(2014)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255		(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251		(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247		(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290		(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307		(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275		(2016)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224		(2014)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286		(2016)
<i>United States v. M &amp; D Masonry, Inc.</i>	10	OCAHO	1211		(2014)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233		(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250		(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293		(2016)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253		(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230		(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270		(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219		(2014)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266		(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288		(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243		(2015)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289		(2016)
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209		(2014)
Penalties Should Deter Future Violations Without Being Unduly Punitive					
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263		(2015)

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Penalties Should Have a Deterrent Effect and Not Be Merely a Cost of Doing Business				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Penalties Should Not Be Disproportionate to Employer's Revenue				
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
Penalties Should Promote Future Compliance Without Being Unduly Punitive				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith				

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Principal Goal Is To Enhance Probability of Future Compliance				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Prophylactic Purpose Best Served When Penalty Is Significant Enough to Prompt Change of Behavior				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Proportionality is Critical in Setting Penalties				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Purpose is to Deter Repeat Violations and Encourage Others to Comply				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Purposes of Fines Are To Deter Future Violations & Encourage Compliance w/Verification Procesures				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
Reasonableness Based On Record As Whole and Statutory Factors in Particular				

<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Referring to Discrepancies or Suspect Documents Does Not Alone Prove Employee is Unauthorized				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
Seriousness of Violation Depends on Degree of Deviation From Verification Requirements				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)

<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Should Deter Future Violations Without Being Unduly Punitive				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Size of Business				
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
Size of Business Did Not Necessitate Further Mitigation of Civil Penalty				
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
Social Security Mismatch Does Not Establish That a Particular Individual is Unauthorized for Employment				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Statute Does Not Prohibit Consideration of Unenumerated Factors				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
Statute Does Not Require That a Factor Found Not to Be Aggravating Must Be Found to Be Mitigating				
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
Statute Does Not Require That Equal Weight Be Given Each of the Five Statutory Factors				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)

Statute Does Not Require That Equal Weight Be Given Enumerated Factors Nor Rule Out Other Factors

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

Statute Does Not Require That Equal Weight Be Given to Each Required Penalty Factor

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Statute Does Not Rule Out Consideration of Unenumerated Factors				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Statute Does Not Specify Factors ALJ Must Consider in Setting Penalty for Knowing Hire Violation				
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)
Suspicion Alone is Insufficient to Aggravate Paperwork Penalty Based On Unauthorized Workers				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
Termination of Employees Does Not Sufficiently Establish the Presence of Unauthorized Aliens				
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
There Is No Sole Permissible Method for Calculating Penalties				

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

There Must Be Rational Relationship Between Magnitude of Offense and Penalty

<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
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Violations Evaluated on a Continuum Because Not All Violations are Equally Serious

<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
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Weight of Each Statutory Factor Depends on Facts of Each Case

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)

Where A Paperwork Violation is Found, The Act Does Not Provide for Waiver of Penalty

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

**FORGED DOCUMENTS**

## Generally

<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Maria Sourovova</i>	8	OCAHO	1020	(1998)
<i>United States v. Mireya Pedraza-Guzman</i>	5	OCAHO	792	(1995)

## FORM I-9

<i>United States v. H&amp;H Saguaro Specialists</i>	10	OCAHO	1147	(2012)
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## A Birth Certificate is Not a Valid List B Document That Establishes Identity

<i>United States v. Monadnock Mountain Spring Water, Inc.</i>	10	OCAHO	1193	(2013)
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## Completion of I-9 after Notice of Inspection

<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
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## Compliance

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	(1995)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)

<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. R&amp;M Fashion, Inc.</i>	6	OCAHO	826	(1995)
<i>United States v. Seven Elephants Distributing Corp.</i>	10	OCAHO	1173	(2013)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
<i>United States v. Vogue Pleating, Stitching &amp; Embroidery Corporation</i>	5	OCAHO	782	(1995)
<i>United States v. Walden Station, Inc.</i>	8	OCAHO	1053	(2000)

#### Document Abuse

<i>Daniel DeNardo v. WH Smith USA Travel</i>	9	OCAHO	1080	(2002)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)

#### Document Fraud

<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)

#### Employee's Documents Are To Be Independently Verified By the Employer, Not By the Employee

<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
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#### Employee's Failure to Check a Box in Section 1 Attesting to Status is a Serious Violation

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Monadnock Mountain Spring Water, Inc.</i>	10	OCAHO	1193	(2013)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)

Employee's Failure to Check Box Attesting to Status or Sign Section 1 is a Substantive Violation

*United States v. Durable, Inc.*

11 OCAHO 1229 (2014)

*United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC*

11 OCAHO 1265 (2015)

Employer Is Permitted, But Not Required, To Copy Employee Documents Presented for Form I-9

*United States v. International Packaging, Inc.*

12 OCAHO 1275 (2016)

Employer Must Attest to Examination of Section 2 Documents

*United States v. Golden Employment Group, Inc.*

12 OCAHO 1274 (2016)

*United States v. Senox Corporation*

11 OCAHO 1219 (2014)

*United States v. SKZ Harvesting, Inc.*

11 OCAHO 1266 (2016)

Employer Must Ensure Employee Completes and Signs Form I-9 Section 1 On Date of Hire

*United States v. Durable, Inc.*

11 OCAHO 1229 (2014)

Employer Who Signs Section 2 With Electronic Signature Must Follow Applicable Regulations

*United States v. Agri-Systems d/b/a ASI Industrial*

12 OCAHO 1301 (2017)

Employer's Completion of Section 3 In Lieu of Section 2 Constitutes Substantive Violation

*United States v. Durable, Inc.*

11 OCAHO 1229 (2014)

Employer's Failure to Ensure Employee Properly Completes Form I-9 Section 1 is Serious Violation

*United States v. Frimmel Management, LLC d/b/a Uncle Sam's*

12 OCAHO 1271 b (2016)

*United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC*

11 OCAHO 1265 (2015)

Employer's Failure to Sign Form I-9 Section 2 Is A Very Serious Violation

*United States v. Executive Cleaning Services of Long Island, Ltd.*

13 OCAHO 1314 (2018)

*United States v. Frimmel Management, LLC d/b/a Uncle Sam's*

12 OCAHO 1271 b (2016)

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Employers Not At Liberty to Create Own Alternative Employment Eligibility Verification Systems				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
Failure to Attest to Examination of Section 2 Documents is Serious Substantive Violation				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Failure to Complete I-9 Within Three Business Days is Serious Violation				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Failure to Complete or Sign Form I-9 Section 2 Employer Verification Constitutes Substantive Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Failure to Ensure Employee Checks Box Attesting to Immigration Status is Serious Violation				
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
Failure to Ensure Employee Enters Alien Number in Section 1 Constitutes Serious Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)

Failure to Ensure Employee Signs Form I-9 Section 1 Is A Serious Violation

*United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.* 12 OCAHO 1276 (2016)

*United States v. Hartmann Studios, Inc.* 11 OCAHO 1255 (2015)

*United States v. Pegasus Family Restaurant, Inc.* 12 OCAHO 1293 (2016)

Failure to Ensure Employee Timely Completes Section 1 Constitutes Serious Violation

*United States v. Durable, Inc.* 11 OCAHO 1229 (2014)

Failure to Enter Required Document Information in Section 2 Constitutes Serious Violation

*United States v. Durable, Inc.* 11 OCAHO 1229 (2014)

Failure to Identify Issuing Authority In Form I-9 Section 2 Is A Serious Violation

*United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.* 12 OCAHO 1276 (2016)

Failure to Prepare Form I-9 Among Most Serious Paperwork Violations

*United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)* 11 OCAHO 1258 (2015)

*United States v. Muniz Concrete & Contracting, Inc.* 12 OCAHO 1278 (2016)

Failure to Prepare Form I-9 Subverts the Purpose of the Employment Verification Requirements

*United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)* 11 OCAHO 1258 (2015)

*United States v. Integrity Concrete, Inc. and American Concrete, Inc.* 13 OCAHO 1307 (2017)

Failure to Print Employer Representative's Name in Section 2 May Be Substantive Violation

*United States v. Agri-Systems d/b/a ASI Industrial* 12 OCAHO 1301 (2017)

Failure to Properly Complete Section 2 of the Form I-9 is a Serious Violation

*United States v. Durable, Inc.* 11 OCAHO 1229 (2014)

Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	b	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255		(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250		(2015)
Failure to Timely Prepare Form I-9 Is A Serious Violation					
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276		(2016)
Form I-9 Timely Prepared If Section 1 Completed at Hire and Section 2 Within Three Days of Hire					
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280		(2016)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278		(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219		(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228		(2014)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289		(2016)
Generally					
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831		(1996)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794		(1995)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908		(1997)
<i>United States v. David Segura-Sataray</i>	4	OCAHO	703		(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694		(1994)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627		(1994)
<i>United States v. Harran Transportation Company, Inc.</i>	6	OCAHO	857		(1996)
<i>United States v. Leticia Cruz-Mandoza</i>	5	OCAHO	750		(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129		(2009)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727		(1995)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667		(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832		(1996)

<i>United States v. Simon Osagie Iyawe</i>	5	OCAHO	744	(1995)
I-9 Retention Required for 3 Years After Hire or 1 Year After Termination, Whichever Is Later				
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
I-9 Section 3 To Be Used Only for Reverification After Section 2 is Properly Completed At Hire				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
Merely Pre-Printing or Typing Company Name in Section 2 Is Not the Equivalent of a Signature				
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
No Substitute for Proper Completion of Form I-9				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
Retention Requirement for Former Employees				
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
Submission of Form I-9 Completed After Service of NOI Does Not Cure Failure to Timely Prepare				
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
The Longer the Delay In Preparing a Form I-9, The More Serious the Violation				
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
Use of Section 3 of Form I-9 Only Proper If Employee Is Rehired or Work Authorization Expires				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)

## FOURTH AMENDMENT

### Consent

*United States v. David Jenkins*

5 OCAHO 743 (1995)

DHS's Identification of Respondent for an Enforcement Audit Not Suppressible in OCAHO Proceedings

*United States v. Frimmel Management, LLC d/b/a Uncle Sam's*

12 OCAHO 1271 (2016)

*United States v. Frimmel Management, LLC d/b/a Uncle Sam's*

12 OCAHO 1271 b (2016)

Evidence Obtained Through Egregious Actions by DHS Officials May Be Suppressed

*United States v. Frimmel Management, LLC d/b/a Uncle Sam's*

12 OCAHO 1271 (2016)

Exclusionary Rule

*United States v. David Jenkins*

5 OCAHO 743 (1995)

*United States v. Frimmel Management, LLC d/b/a Uncle Sam's*

12 OCAHO 1271 (2016)

*United States v. Frimmel Management, LLC d/b/a Uncle Sam's*

12 OCAHO 1271 a (2016)

*United States v. Frimmel Management, LLC d/b/a Uncle Sam's*

12 OCAHO 1271 b (2016)

*United States v. Israel Velasquez-Tabir*

6 OCAHO 909 (1997)

*United States v. Julio Carpio-Lingan*

6 OCAHO 909 (1997)

Generally

*United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.*

6 OCAHO 845 (1996)

*United States v. David Jenkins*

5 OCAHO 743 (1995)

Identity of a Respondent in Civil Proceedings is Never Itself Suppressible

*United States v. Frimmel Management, LLC d/b/a Uncle Sam's*

12 OCAHO 1271 (2016)

*United States v. Frimmel Management, LLC d/b/a Uncle Sam's*

12 OCAHO 1271 b (2016)

Identity of Sovereign Who Seizes Evidence Relevant in Assessing Deterrent Effect of Exclusion

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	a	(2016)
Suppression of Evidence Should Provide Substantial Deterrent to Unlawful Police Action at Issue					

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271		(2016)
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<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	b	(2016)
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**GOOD CAUSE**

Generally

<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159		(2012)
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<i>United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor</i>	1	OCAHO	81		(1989)
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<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	187		(1990)
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<i>United States v. Michael's Greek Village, Limited and Michael Lotsis, Jointly and Severally</i>	1	OCAHO	86		(1989)
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<i>United States v. Nu Line Fashions, Inc.</i>	1	OCAHO	147		(1990)
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<i>United States v. Shine Auto Service</i>	1	OCAHO	70		(1989)
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<i>United States v. Shine Auto Service</i>	1	OCAHO	94		(1989)
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<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	35		(1988)
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<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO	505		(1993)
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**GOOD FAITH**

Absence of Good Faith Shown Where Employer Enters False Hire Dates on Multiple 1-9 Forms

<i>United States v. Durable, Inc.</i>	11	OCAHO	1229		(2014)
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Absence of Good Faith Where Employer Fails to Ascertain and Conform Conduct to Legal Obligations

<i>United States v. Durable, Inc.</i>	11	OCAHO	1229		(2014)
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Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures

<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307		(2017)
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Certification(s)

Production

<i>United States v. Allen Holdings, Inc.</i>	9	OCAHO	1059	(2000)
Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Deliberate Falsification of Information in Section 2 of Form I-9 Does Not Indicate Good Faith				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith				
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Use Voluntary E-Verify System Creates No Inference of Good or Bad Faith				
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
Generally				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. De Luca's Market</i>	8	OCAHO	1039	(1999)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	(2001)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)

<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	(2012)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
Good Faith Affirmative Defense Only Available for Technical/Procedural Violations				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
Good Faith Shown When Employer Makes Effort to Ascertain and Conform to its Legal Obligations				
<i>United States v. M &amp; D Masonry, Inc.</i>	10	OCAHO	1211	(2014)
Good Faith Standard has Subjective Components				

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
It Is Not Objectively Reasonable to Knowingly Create False Attestations in Section 2 of Form I-9				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
No Error in Finding That Pre-signing I-9 Forms in Batches Is Not Consistent with Good Faith				
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith				
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
Requires Assessment of Whether Employer Honestly Exercised Reasonable Care and Diligence				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<b>GOOD FAITH DEFENSE</b>				
Defense Only Available for Technical or Procedural - Not Substantive - Violations				
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<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO	916	(1997)

#### Complainant Must Establish Existence of Subject Matter Jurisdiction By Preponderance of Evidence

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)

#### Document Abuse

<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	(1996)
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
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<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
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<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
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<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
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<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO	1304	(2017)
<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	(1999)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	689	(1994)
<i>Massala Prince Reffell v. Prairie View A&amp;M University</i>	9	OCAHO	1057	(2000)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	915	(1997)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1054	(2000)

## Employer Sanctions

### Private Right of Action

*Juan Manuel Alamprese v. MNSH, Inc.* 9 OCAHO 1094 (2003)

### Enforcement

*Olimpia Tovar v. United States Postal Service* 4 OCAHO 650 (1994)

### Exclusive

#### Citizenship Status

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1083 (2002)

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*Drahomira Adame v. Dunkin Donuts* 4 OCAHO 691 (1994)

*Earl Russel Horne v. Town of Hampstead* 6 OCAHO 906 (1997)

*Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche* 1 OCAHO 222 (1990)

*Esther Din Brooks v. KNK Textile* 3 OCAHO 545 (1993)

*Gloria Ondina-Mendez v. Sugar Creek Packing Company* 9 OCAHO 1085 (2002)

*In re Investigation of Carolina Employers Association, Subpoena* 3 OCAHO 455 (1992)

*Jaime Banuelos v. Transportation Leasing Company* 1 OCAHO 214 (1990)

*Jaime Banuelos v. Transportation Leasing Company* 1 OCAHO 259 (1990)

*Jairo Diaz v. Canteen Corporation* 2 OCAHO 332 (1991)

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1083 (2002)

*Jorge Mario Ipina v. Michigan Department of Labor* 2 OCAHO 386 (1991)

*Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.* 6 OCAHO 923 (1997)

*Kosatschkow v. Allen-Stevens Corporation* 7 OCAHO 938 (1997)

*Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation* 4 OCAHO 707 (1994)

*Maria Gordillo v. Illinois Department of Employment Security* 3 OCAHO 542 (1993)

*Mester Manufacturing Company v. United States* 1 OCAHO 44 (1989)

*Miguel A. Gallegos v. Magna-View, Inc.* 4 OCAHO 619 (1994)

<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Robert S. Mathews v. Goodyear Tire &amp; Rubber Company</i>	7	OCAHO	929	(1997)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.</i>	6	OCAHO	850	(1996)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	867	(1996)
<i>United States v. A &amp; A Maintenance Enterprise, Inc.</i>	6	OCAHO	852	(1996)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. El Dorado Furniture Manufacturing, Inc. d/b/a El Dorado Furniture Manufacturer, Inc.</i>	3	OCAHO	417	(1992)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	682	(1994)
<i>United States v. Frank's Meat Company, a Sole Proprietorship</i>	3	OCAHO	513	(1993)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	216	(1990)
<i>United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts</i>	1	OCAHO	54	(1989)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	725	(1995)
<i>United States v. Law Offices of Manulkin, Glaser &amp; Bennett</i>	1	OCAHO	100	(1989)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a J.J.L.C.</i>	1	OCAHO	184	(1990)
<i>United States v. Nicolas Tinoco-Medina</i>	5	OCAHO	806	(1995)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	308	(1991)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	201	(1990)
<i>United States v. Sizzler Restaurants International, Inc.</i>	2	OCAHO	325	(1991)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	112	(1989)

<i>United States v. Townsend Culinary, Inc.</i>	8	OCAHO	1032	(1999)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
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<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
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<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	547	(1993)
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Eden Harrison Adatsi v. Citizens &amp; Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	375	(1991)
<i>Syed Fayyaz v. The Sheraton Corporation</i>	1	OCAHO	152	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)

## National Origin

<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman &amp; CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	(1995)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Robert S. Mathews v. Goodyear Tire &amp; Rubber Company</i>	7	OCAHO	929	(1997)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)

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<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	(1990)
<i>Bassey J. Udofot v. General Electric Company, Astro-Space Division</i>	1	OCAHO	205	(1990)
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Ching Hua Huang v. United States Postal Service</i>	2	OCAHO	313	(1991)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	392	(1991)
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Errol Williams v. Lucas &amp; Associates</i>	1	OCAHO	254	(1990)
<i>Errol Williams v. Touche Ross &amp; Company d/b/a Deloitte &amp; Touche</i>	1	OCAHO	222	(1990)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
<i>George Suchta v. United States Postal Service</i>	2	OCAHO	327	(1991)
<i>Hector Cascante v. Kayak Club</i>	1	OCAHO	223	(1990)
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO	144	(1990)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)

<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jairo Diaz v. Canteen Corporation</i>	2	OCAHO	332	(1991)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	(1991)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	663	(1994)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	(1991)
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	(1995)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	628	(1994)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	(1996)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	375	(1991)
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO	916	(1997)

#### National Origin Jurisdiction

<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	(2018)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)

OCAHO ALJ Has Authority to Determine Whether OCAHO Retains Subject Matter Jurisdiction

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)
OCAHO Lacks Jurisdiction Over Claims Arising Under 42 U.S.C. 1981				
<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	(2015)
Office of Special Counsel Investigation(s)				
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1049	(2000)
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
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<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	6	OCAHO	880	(1996)
Temporary Protected Status				
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
Retaliation				
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	(1995)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)

## Sovereign

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	689	(1994)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>Massala Prince Reffell v. Prairie View A&amp;M University</i>	9	OCAHO	1057	(2000)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	869	(1996)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	915	(1997)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville</i>	6	OCAHO	881	(1996)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. Auburn University</i>	4	OCAHO	688	(1994)

## Subject Matter Jurisdiction

<i>Cormia v. Home Care Giver Services</i>	10	OCAHO	1160	(2012)
<i>D'Amico v. Erie Community College</i>	7	OCAHO	948	(1997)
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	(2018)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Massala Prince Reffell v. Prairie View A&amp;M University</i>	9	OCAHO	1057	(2000)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Robert S. Mathews v. Goodyear Tire &amp; Rubber Company</i>	7	OCAHO	929	(1997)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1042	(2000)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1054	(2000)

<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)
Subpoena				
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	(1995)
Subsequent to Final Order				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
Tax Protester				
<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)
Temporary Protected Status (TPS)				
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)

<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
The Issue of Subject Matter Jurisdiction May Be Raised at Any Time				
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)
Time Computation(s)				
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Auburn University</i>	4	OCAHO	602	(1994)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
Time Limitation(s)				
<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO	809	(1995)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	5	OCAHO	726	(1995)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	(1996)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)

## KNOWING USE

Generally

<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	905	(1996)

<i>United States v. Maria Sourovova</i>	8	OCAHO	1020	(1998)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<b>KNOWINGLY CONTINUE TO EMPLOY</b>				
Generally				
<i>United States v. Aid Maintenance Company, Inc.</i>	8	OCAHO	1023	(1999)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations				
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<b>KNOWINGLY HIRE</b>				
Admission(s)				
<i>United States v. Valencia Bar &amp; Liquors, Inc.</i>	7	OCAHO	995	(1998)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Civil Money Penalty				
<i>United States v. Morgan's Mexican &amp; Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
Defense(s)				
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Employment Eligibility				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
Generally				

<i>United States v. Aid Maintenance Company, Inc.</i>	8	OCAHO	1023	(1999)
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Giambli Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Irma Hernandez</i>	8	OCAHO	1043	(2000)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Saeed Rahimzadeh Corporation</i>	3	OCAHO	551	(1993)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO	370	(1991)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

#### Good Faith Defense

<i>United States v. Valencia Bar &amp; Liquors, Inc.</i>	7	OCAHO	995	(1998)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

#### KNOWLEDGE

##### Constructive Knowledge

<i>United States v. Aid Maintenance Company, Inc.</i>	7	OCAHO	951	(1997)
<i>United States v. American McNair, Inc.</i>	1	OCAHO	285	(1991)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Basim Aziz Hanna d/b/a Ferris &amp; Ferris Pizza</i>	1	OCAHO	200	(1990)
<i>United States v. C&amp;D Plastics, Inc.</i>	1	OCAHO	240	(1990)
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	66	(1989)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	3	OCAHO	427	(1992)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)

Degree of Culpability for Constructive Knowledge Requires More Than Mere Negligence

<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
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Employer Chargeable With Such Knowledge As Reasonable Inquiry Would Have Revealed

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
Employer Not Entitled to Cultivate Deliberate Ignorance or Avoid Acquiring Knowledge				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Generally				
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO	770	(1995)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	914	(1997)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	914	(1997)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	889	(1996)
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	288	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. The Body Shop</i>	1	OCAHO	149	(1990)
<i>United States v. USA Café</i>	1	OCAHO	429	(1989)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)
Imputed Knowledge				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)

## Knowing Hire

*United States v. Yin Tien Chen, Individually and Winning Orchards, LLC* 9 OCAHO 1092 (2003)  
Summary Decision

*United States v. Felipe De Leon-Valenzuela* 7 OCAHO 993 (1998)

*United States v. Haim Co., Inc.* 7 OCAHO 988 (1998)

## LABOR CERTIFICATION

U.S. Worker Cannot Be Rejected Based on Criteria Not Listed in Job Order

*United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms* 11 OCAHO 1252 (2015)  
U.S. Worker Must Be Considered Qualified If Minimum Requirements of Job Order Are Met

*United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms* 11 OCAHO 1256 (2015)

*United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms* 11 OCAHO 1252 (2015)

## LEGISLATIVE HISTORY

Disparate Treatment

*Krzysztof Zarazinski v. Anglo Fabrics, Company* 4 OCAHO 638 (1994)

Document Abuse

*United States v. Diversified Technology and Services of Virginia, Inc.* 9 OCAHO 1095 (2003)  
Generally

*United States v. Diversified Technology and Services of Virginia, Inc.* 9 OCAHO 1095 (2003)

*United States v. Guardsmark* 3 OCAHO 572 (1993)

*United States v. Monica Zapata-Cosio* 5 OCAHO 822 (1995)

*United States v. Mourad Abu Remileh* 5 OCAHO 724 (1995)

*United States v. Robison Fruit Ranch, Inc.* 4 OCAHO 594 (1994)

## LIABILITY

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1100	(2003)
Citizenship Status Discrimination				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
Final Order				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1100	(2003)
Continuing Violation(s)				
<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	940	(1997)
Co-Owners of an Enterprise are Jointly and Severally Liable				
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)
Corporate Veil				
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
Corporation(s)				
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	780	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
Employer Cannot Avoid Liability by Submitting I-9s After the Deadline Unless Extension is Granted				

<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Employers Are Routinely Held Liable for Acts of the Authorized Agents				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Complete I-9 Form for Employee Who Works Fewer Than Three Business Days				
<i>United States v. A&amp;J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
Failure to Produce I-9 Form for Individual Whose Name is Not Listed on Employer's Records				
<i>United States v. A&amp;J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
Generally				
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
Individual Capacity				
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
No Liability for Employees Not Named in Notice of Intent to Fine or Complaint				
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
Paperwork Requirement(s)/Violation(s)				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)

<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. R&amp;M Fashion, Inc.</i>	6	OCAHO	826	(1995)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
Personal				
<i>United States v. Blueberry Hill Family Restaurant, Inc.</i>	4	OCAHO	704	(1994)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	780	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Randall Kurzton, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
Substantial Compliance				
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
Successorship Liability				
<i>United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.</i>	12	OCAHO	1291	(2016)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)
Summary Decision				
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)

<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B &amp; F Golf Services, Inc.</i>	6	OCAHO	851	(1996)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)

#### MEMORANDUM OF UNDERSTANDING (MOU)

Equal Employment Opportunity Commission

<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)

Office of Special Counsel/Immigrant and Employee Rights Section

<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)

#### MIRANDA-TYPE WARNINGS

Generally

<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
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#### MITIGATION

ALJ is Not Required to Specify Exactly How Much Overall Penalty Was Reduced for Each Factor

<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
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Back Pay

<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. Acosta, Inc. d/b/a McDonald's</i>	7	OCAHO	961	(1997)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
Civil Money Penalty				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Giamblis Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank &amp; Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	825	(1995)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
Education				
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)

## Employment Authorization

*United States v. 4431, Inc. t/a Candlelight Inn*

4 OCAHO 611 (1994)

## Entitlement

*Iron Workers Local 455 v. Lake Construction & Development Corporation*

7 OCAHO 964 (1997)

*Jesse Charles Jones v. DeWitt Nursing Home*

1 OCAHO 189 (1990)

*United States v. Educational Employment Enterprise*

1 OCAHO 283 (1991)

*United States v. Louis Padnos Iron & Metal Co., a Corporation*

3 OCAHO 414 (1992)

*United States v. Mesa Airlines*

1 OCAHO 74 (1989)

*United States v. Monfort, Inc.*

4 OCAHO 597 (1994)

*United States v. Rosario Strano and Vito Strano d/b/a Strano Farms*

4 OCAHO 636 (1994)

## Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation

*United States v. Romans Racing Stables, Inc.*

11 OCAHO 1232 (2014)

## Form I-9

*United States v. China Wok Restaurant, Inc., a Nebraska Corporation*

4 OCAHO 608 (1994)

*United States v. El Paso Hospitality, Inc.*

5 OCAHO 737 (1995)

*United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner*

4 OCAHO 670 (1994)

## Generally

*United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing*

3 OCAHO 494 (1993)

*United States v. Anders Kampe d/b/a Kampe Motors, Ltd.*

3 OCAHO 462 (1992)

*United States v. Business Teleconsultants, Ltd.*

3 OCAHO 565 (1993)

*United States v. Central Nebraska Packing, Inc.*

4 OCAHO 714 (1994)

*United States v. David Day d/b/a David Day Masonry*

3 OCAHO 575 (1993)

*United States v. Davis Nursery, Inc.*

4 OCAHO 694 (1994)

<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)

#### Good Faith Defense

<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Danny Mathis d/b/a Mathis Maspory</i>	4	OCAHO	717	(1994)
<i>United States v. Danny Mathis d/b/a Mathis Maspory</i>	5	OCAHO	752	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)

<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)

#### Ignorance of Statutory Requirements

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)

#### Ignorance of Statutory Requirements Does Not Amount to Showing of Good Faith

<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
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<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
<i>United States v. Giamblis Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)

#### Injunctive Relief

<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	196	(1990)
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	(1990)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	148	(1990)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
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<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty				
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
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<i>Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	304	(1991)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)
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<i>Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	304	(1991)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Juan Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	340	(1991)
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<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)

<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Louis Padnos Iron &amp; Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	169	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	486	(1993)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
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<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	169	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
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<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)

## Reinstatement

<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)

## Seriousness of Violation(s)

<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
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## Size of Business

<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. MEMF, LLC d/b/a Black &amp; Blue Steak &amp; Crab - Buffalo</i>	10	OCAHO	1170	(2013)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)

## MODIFICATION

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<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	5	OCAHO	752	(1995)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)

<i>United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez</i>	5	OCAHO	732	(1995)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
<i>United States v. Mohammed Noorealam</i>	5	OCAHO	797	(1995)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
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<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
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<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	696	(1994)
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<i>United States v. Agripac, Inc.</i>	8	OCAHO	1028	(1999)
<i>United States v. Alexander's Inc. d/b/a Homestead Tomato Packing Company</i>	3	OCAHO	504	(1993)
<i>United States v. Burns and Intra-Continental Enterprises</i>	4	OCAHO	679	(1994)
<i>United States v. Felipe De Leon-Valenzuela</i>	8	OCAHO	1004	(1998)
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	162	(1990)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	504	(1993)

<i>United States v. Sunshine Building Maintenance, Inc.</i>	6	OCAHO	913	(1997)
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO	741	(1995)
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<i>United States v. Agripac, Inc.</i>	8	OCAHO	1012	(1998)
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<i>Ramiro A. Villalobos v. Roumiguere Vineyards</i>	4	OCAHO	630	(1994)
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<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	487	(1993)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	613	(1994)
<i>United States v. Daniel Fenton Wilde, Individually and d/b/a Danny Wilde Farm</i>	1	OCAHO	213	(1990)
<i>United States v. Marvlee, Inc.</i>	5	OCAHO	728	(1995)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	319	(1991)
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	452	(1992)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	700	(1994)
<i>United States v. Sam Y. Ro d/b/a Daruma Japanese Restaurant</i>	1	OCAHO	265	(1990)
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Townsend Culinary, Inc.</i>	7	OCAHO	996	(1998)
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO	422	(1992)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO	390	(1991)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)

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<i>United States v. Head Foil, Inc. d/b/a Head Foil Corporation</i>	2	OCAHO 398	(1991)
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<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO 712	(1994)
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<i>D'Amico v. Erie Community College</i>	7	OCAHO 927	(1997)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO 156	(1990)
<i>Sellaro v. Elektra Records</i>	3	OCAHO 461	(1992)
<i>United States v. Continental Sports Corporation</i>	4	OCAHO 640	(1994)
<i>United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway</i>	3	OCAHO 485	(1993)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO 665	(1994)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO 473	(1992)
<i>United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.</i>	5	OCAHO 749	(1995)
<i>United States v. William L. Garcia d/b/a La Buena, Inc.</i>	7	OCAHO 950	(1997)
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO 505	(1993)
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<i>United States v. Anthony Borrelli and Sons, Inc.</i>	8	OCAHO 1027	(1999)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	(2009)
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<i>United States v. HRK Investments, Inc.</i>	13	OCAHO 1318	(2019)
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<i>United States v. WSC Plumbing, Inc.</i>	8	OCAHO 1045	(2000)

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<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	884	(1996)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Elodia Guzman v. Yakima Fruit &amp; Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)
<i>Frank Thomas Brown v. Baltimore City Public Schools</i>	3	OCAHO	480	(1992)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Grzegorz Pioterek v. Scott Worldwide Food Service</i>	3	OCAHO	530	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	345	(1991)
<i>James D. Westendorf v. Brown &amp; Root, Inc.</i>	3	OCAHO	477	(1992)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Lazaro Antonio Arrieta v. Michigan Employment Security Commission</i>	3	OCAHO	471	(1992)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati</i>	1	OCAHO	128	(1990)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	461	(1992)
<i>Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.</i>	6	OCAHO	850	(1996)
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
<i>Tito Ponce Chavez v. National By-Products</i>	4	OCAHO	620	(1994)
<i>Tulin E. Mangir v. TRW, Inc.</i>	4	OCAHO	672	(1994)
<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)
<i>United States v. Farmers Insurance Group of Companies</i>	1	OCAHO	22	(1988)

<i>United States v. Frank's Meat Company, a Sole Proprietorship</i>	3	OCAHO	513	(1993)
<i>United States v. HRK Investments, Inc.</i>	13	OCAHO	1318	(2019)
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>United States v. Victor Hugo Baches-Corado</i>	3	OCAHO	571	(1993)
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO	741	(1995)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
<i>United States v. Swift &amp; Co.</i>	9	OCAHO	1068	(2001)
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<i>United States v. Swift &amp; Co.</i>	9	OCAHO	1068	(2001)
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<i>Rafael Prieto v. News World Communications, Inc.</i>	1	OCAHO	177	(1989)
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
<i>United States v. Westin Galleria &amp; Westin Oaks Hotel</i>	4	OCAHO	701	(1994)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	664	(1994)
<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO	1154	(2012)

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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1089	(2003)
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<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)
<i>In re Investigation of Carolina Employers Association, Subpoena</i>	3	OCAHO	455	(1992)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	341	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1089	(2003)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	4	OCAHO	678	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	731	(1995)
<i>United States v. Creation &amp; Innovation</i>	3	OCAHO	527	(1993)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	(1992)
<i>United States v. Feliciano Leon-Gutierrez</i>	6	OCAHO	875	(1996)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	452	(1992)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	492	(1993)

<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
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<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	202	(1990)
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<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	341	(1991)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	228	(1990)
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<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	368	(1991)
<i>United States v. Westwind Farms, Inc.</i>	1	OCAHO	171	(1990)
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<i>United States v. Feliciano Aguas-Avalos</i>	4	OCAHO	642	(1994)
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<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	306	(1991)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Azteca Restaurant, Northgate</i>	1	OCAHO	33	(1988)
<i>United States v. Boah Fashion, Corporation</i>	1	OCAHO	281	(1990)
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO	226	(1990)
<i>United States v. Capitol Arts &amp; Frames, Inc.</i>	1	OCAHO	229	(1990)
<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO	723	(1995)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. Desert Palace, Inc.</i>	9	OCAHO	1067	(2001)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	387	(1991)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	(2001)

<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<i>United States v. Gregorio Alabada Makilan</i>	4	OCAHO	610	(1994)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	(1990)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	534	(1993)
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO	706	(1994)
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO	540	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	541	(1993)
<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO	253	(1990)
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO	98	(1989)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO	370	(1991)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
<i>United States v. Walia's, Inc. d/b/a Walia's Restaurant</i>	1	OCAHO	122	(1990)
Evidence				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
Good Faith Defense				
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
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<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
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<i>United States v. Edith Fine</i>	1	OCAHO	89	(1989)
OCAHO ALJs May Consider Substantive Motions to Reconsider Interlocutory Orders				
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285 a	(2018)
OCAHO Rules Do Not Specifically Authorize Motions to Reconsider Final Orders in 1324b Cases				
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 b	(2018)
Posthearing Motion				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
Prehearing Motion				
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
Pro Se Motions May Be Construed Liberally				
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 b	(2018)
Reconsideration				
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 b	(2018)
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	384	(1991)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	(1995)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
<i>United States v. Four Star Knitting, Inc.</i>	5	OCAHO	815	(1995)
<i>United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts</i>	1	OCAHO	730	(1989)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a J.J.L.C.</i>	1	OCAHO	170	(1990)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	502	(1993)
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO	339	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	312	(1991)

<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	373	(1991)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	201	(1990)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285 a	(2018)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	104	(1989)
Final Order				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
Reconsideration of Final Orders in 8 U.S.C. Section 1324b Cases				
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 b	(2018)
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<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	603	(1994)
Requests Are Required to Be Made By Motion				
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Sanctions				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	553	(1993)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. John W. Guewell &amp; Alfred P. Cooper d/b/a Wagco Security Services</i>	3	OCAHO	444	(1992)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	472	(1992)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO	560	(1993)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO	390	(1991)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)

## Subject Matter Jurisdiction

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
Summary Decision				
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Elodia Guzman v. Yakima Fruit &amp; Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Ephrain Manuel Berlanga v. Butterball Company</i>	4	OCAHO	669	(1994)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
Supplemental				

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	(1994)
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<i>Linda S. Walker v. United Airlines, Inc.</i>	6	OCAHO	856	(1996)
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Withdrawal

<i>United States v. Auburn University</i>	4	OCAHO	662	(1994)
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<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
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<i>United States v. Maria Celia Aispuro-Nunez</i>	5	OCAHO	745	(1995)
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<i>United States v. Mark's Electrical Contracting Corporation</i>	4	OCAHO	641	(1994)
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<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	657	(1994)
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<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
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<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	3	OCAHO	589	(1993)
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#### MOTIONS TO COMPEL

General, Conclusory Assertion of Irrelevance, Overbreadth or Undue Burden Insufficient Objection

<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
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<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
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Must Include Nature of Request, Objections, Arguments, and Good Faith Attempt to Resolve

<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
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<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
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<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
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Objections & Reasons Must Be Stated in Discovery Response, Not Only in Opposing Motion to Compel

<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
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<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
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## Opposing Party Bears Burden of Persuasion

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express*

11 OCAHO 1220 (2014)

## Opposing Party Must Specify Objections and Demonstrate That Objections Are Justified

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express*

11 OCAHO 1220 (2014)

## Whether and When Individual Was Employed Relevant to Whether Employer Had Duty to Retain I-9

*United States v. Employer Solutions Staffing Group II, LLC*

11 OCAHO 1234 (2014)

## NATIONAL ORIGIN

*Kevin Raffay v. Western Digital*

10 OCAHO 1159 (2012)

## Claims Against Employers With Fifteen or More Employees Not Within Scope of Section 1324b

*Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership*

11 OCAHO 1254 (2015)

*Garth Anton Hayden v. New York Police Department*

13 OCAHO 1313 (2018)

*Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.*

11 OCAHO 1261 (2015)

*Nicasio Angulo v. Securitas Security Services USA, Inc.*

11 OCAHO 1259 (2015)

*Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid*

12 OCAHO 1287 (2016)

*Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.*

11 OCAHO 1260 (2015)

## Claims Against Employers With Fifteen or More Employees Should Be Referred to EEOC

*Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership*

11 OCAHO 1254 (2015)

*Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.*

11 OCAHO 1261 (2015)

*Nicasio Angulo v. Securitas Security Services USA, Inc.*

11 OCAHO 1259 (2015)

*Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid*

12 OCAHO 1287 (2016)

*Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.*

11 OCAHO 1260 (2015)

## Jurisdiction

<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.</i>	8	OCAHO	1005	(1998)
<i>Drahamira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Drahamira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman &amp; CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	(1995)
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	(1995)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
<i>Robert S. Mathews v. Goodyear Tire &amp; Rubber Company</i>	7	OCAHO	929	(1997)
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO	916	(1997)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)

## NOTICE

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<i>Johnson v. Florida Power Corporation</i>	7	OCAHO	981	(1997)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	334	(1991)
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)

<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	(1989)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway</i>	3	OCAHO	485	(1993)
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO	680	(1994)
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<i>United States v. Mid-Island Jericho Motel, Inc. d/b/a Ramada Inn</i>	3	OCAHO	468	(1992)
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<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)
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<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
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<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Big Bear Market</i>	1	OCAHO	49	(1989)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	514	(1993)
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	(1992)
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO	847	(1996)
<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO	6	(1988)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. Marcos Iniguez-Casillas</i>	8	OCAHO	1001	(1998)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)
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<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	512	(1993)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
<i>United States v. Sea Dart Trading Corporation</i>	2	OCAHO	336	(1991)

#### Inspection

<i>United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall</i>	2	OCAHO	353	(1991)
<i>United States v. Earl &amp; Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO	687	(1994)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)

#### Legal Rights

<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)

#### Letter of Determination

<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)

#### Notice of Inspection

<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Citizens Utilities Company, Inc., Telephone Division</i>	1	OCAHO	161	(1990)
<i>United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts</i>	1	OCAHO	54	(1989)
<i>United States v. Manos &amp; Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)

#### Notice of Subpoena

<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	302	(1991)
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<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
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<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO	770	(1995)
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<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
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<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	428	(1992)
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	(1995)
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<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
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<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
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<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO	6	(1988)
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<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)
<i>United States v. Frank's Meat Company, a Sole Proprietorship</i>	3	OCAHO	513	(1993)

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

## Charge

<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1031	(1999)
<i>Elodia Guzman v. Yakima Fruit &amp; Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
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<i>Frank Farzin Nickman v. Mesa Air Group</i>	9	OCAHO	1113	(2004)
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<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	(1994)
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
Complaint				
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
Document Abuse				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
Ex Parte Communication(s)				
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)

## Filing of EEOC Charge Does Not Toll Limitations Period for Filing of IER/OSC Charge

*Oswalde Woode v. Central Regional Hospital NCDHHS Agency*

11 OCAHO 1235 (2014)

## Filing of EEOC Charge Is Not A Condition Precedent to Filing of OSC Charge

*Oswalde Woode v. Central Regional Hospital NCDHHS Agency*

11 OCAHO 1235 (2014)

## Generally

*Alexsandr Yakubson v. Effective Security*

6 OCAHO 858 (1996)

*Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.*

3 OCAHO 484 (1993)

*Jaycee George v. Bridgeport Jai-Alai, Inc.*

3 OCAHO 537 (1993)

*Margarita Yefremov v. New York City Department of Transportation*

3 OCAHO 466 (1992)

*United States v. McDonnell Douglas Corporation*

3 OCAHO 507 (1993)

*United States v. Patrol & Guard Enterprises, Inc.*

8 OCAHO 1052 (2000)

## IER is Appropriate Counsel to Apply to District Court for Enforcement of Subpoena

*In re Investigation of Creative Resource Personnel, Inc.*

12 OCAHO 1299 (2017)

## Intervenor

*Hernandez v. Farley Candy Company*

5 OCAHO 810 (1995)

*United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms*

11 OCAHO 1256 (2015)

## Investigation(s)

*In re Investigation of Conoco, Inc., Subpoena*

8 OCAHO 1049 (2000)

*In Re Investigation of: NHS Human Services*

10 OCAHO 1198 (2013)

*United States v. Patrol & Guard Enterprises, Inc.*

8 OCAHO 1052 (2000)

## Investigatory Period

*In re Investigation of Conoco, Inc., Subpoena*

8 OCAHO 1048 (2000)

<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
Jurisdiction				
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	(2018)
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
Complaint(s)				
<i>United States v. IBP, Inc.</i>	7	OCAHO	900	(1997)
Letter of Determination				
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. IBP, Inc.</i>	7	OCAHO	900	(1997)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Memorandum of Understanding (MOU)				
<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	(2018)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)
Notification				

<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
OSC, A Separate and Distinct Party, Can Pursue Complaint-In-Intervention Without Charging Party				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
Pattern or Practice				
<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	(1994)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Public Notice				
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1012	(1998)
Requirement to File a Charge With IER Is Not Applicable in Cases Under Section 1324a				
<i>United States v. HRK Investments, Inc.</i>	13	OCAHO	1318	(2019)
Retaliation				
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	(1996)
Sanctions				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
Settlement				
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)

## Statute of Limitations

<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1028	(1999)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)

## Subpoena

<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO	621	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)

## Withdrawal

<i>United States v. Auburn University</i>	4	OCAHO	662	(1994)
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## OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION INVESTIGATIONS

### Investigations on OSC's Own Initiative May Occur Where There Is No Underlying Charge

<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
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### OCAHO Lacks Authority to Regulate OSC's Prosecutorial Discretion

<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
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### OSC May Investigate On Its Own Initiative Where It Receives DHS Referral

<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
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### Plain reading of OCAHO Rules Does Not Divest OSC of Authority to File Complaint Based on Referral

<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
<b>ORDER(S)</b>				
Amended				
<i>United States v. Felipe, Inc.</i>	1	OCAHO	99	(1989)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	101	(1989)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	46	(1989)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	169	(1990)
Amended Order Does Not Toll Time Period for Filing Request for Review If Changes Are Only Clerical				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263 a	(2015)
Certification(s)				
<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
Clarification				
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>United States v. Monfort, Inc.</i>	4	OCAHO	597	(1994)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
Compel Discovery				
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)
<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)
<i>United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant</i>	3	OCAHO	544	(1993)
<i>United States v. Marvlee, Inc.</i>	5	OCAHO	728	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO	560	(1993)

<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
Consent				
<i>United States v. IBP, Inc.</i>	5	OCAHO	766	(1995)
<i>United States v. Westin Galleria &amp; Westin Oaks Hotel</i>	4	OCAHO	701	(1994)
Denial of Review				
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	259	(1990)
Discovery				
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	802	(1995)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	613	(1994)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
Dismissal				
<i>Elodia Guzman v. Yakima Fruit &amp; Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)
Pro Se				
<i>Elizabeth A. Kalil v. Utica City School District</i>	9	OCAHO	1101	(2003)
Errata/Erratum				
<i>Ahmad S. Elhajomar v. City and County of Honolulu</i>	1	OCAHO	248	(1990)
<i>Cristina Escalante v. California Commerce Bank</i>	1	OCAHO	65	(1989)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	140	(1990)
<i>Martha Navarro Mata v. Bear Creek Production Company</i>	1	OCAHO	241	(1990)

<i>Rafael Prieto v. News World Communications, Inc.</i>	1	OCAHO	177	(1989)
<i>Rafael Prieto v. News World Communications, Inc.</i>	1	OCAHO	178	(1990)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	118	(1989)
<i>Syed Fayyaz v. The Sheraton Corporation</i>	1	OCAHO	153	(1990)
Extension of Time				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
Final Order				
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	5	OCAHO	752	(1995)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
Generally				
<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	(1994)
Interlocutory Appeal				
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	829	(1995)
<i>United States v. Power Operating Company</i>	3	OCAHO	561	(1993)
Jury Trial				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	623	(1994)
Non-Compliance				
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)

Order(s)

<i>Elizabeth A. Kalil v. Utica City School District</i>	9	OCAHO	1101	(2003)
Prehearing				

<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
Protective Order(s)				

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)
<i>Gabriel Niyi Adepitan v. United States Postal Service</i>	3	OCAHO	416	(1991)
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	415	(1991)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	813	(1995)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1012	(1998)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	731	(1995)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	302	(1991)
<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO	119	(1989)
<i>United States v. R &amp; C Tours (Guam), Inc.</i>	2	OCAHO	393	(1989)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	902	(1996)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	555	(1993)
<i>United States v. San Diego Semiconductors, Inc.</i>	1	OCAHO	180	(1990)
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO	422	(1992)
<i>United States v. William D. Clark d/b/a Tidwell Medical Center</i>	5	OCAHO	771	(1995)

Reconsideration

<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Final Order				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
Restraining				
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	196	(1990)
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	(1990)
Sanctions				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
Setting Aside Order				
<i>United States v. Monica Zapata-Cosio</i>	4	OCAHO	685	(1994)
Show Cause				
<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	(2019)
<i>Carlos Alfredo Osorno v. Cesar Geraldo, Owner, Reliable Graphics, Inc.</i>	1	OCAHO	251	(1990)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Jairo Diaz v. Canteen Corporation</i>	2	OCAHO	332	(1991)
<i>Lazaro Antonio Arrieta v. Michigan Employment Security Commission</i>	3	OCAHO	471	(1992)
<i>Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)</i>	3	OCAHO	508	(1993)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	375	(1991)
<i>Troncoso v. Ferlin Service Industries</i>	1	OCAHO	110	(1989)
<i>United States v. Abel Galvez-Malgarejo</i>	4	OCAHO	684	(1994)

<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Auburn University</i>	4	OCAHO	658	(1994)
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. Bubble Fashions Company, Inc. d/b/a Hi-Tide Fashions</i>	2	OCAHO	355	(1991)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Flat Knitting Mills Company, Inc.</i>	2	OCAHO	317	(1991)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	681	(1994)
<i>United States v. John Morales d/b/a Riverside Insulation</i>	1	OCAHO	197	(1990)
<i>United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant</i>	3	OCAHO	544	(1993)
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	616	(1994)
<i>United States v. Mireya Pedraza-Guzman</i>	5	OCAHO	792	(1995)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	292	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	318	(1991)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>United States v. Sea Dart Trading Corporation</i>	2	OCAHO	336	(1991)
<i>United States v. South Bay Auto Detail</i>	1	OCAHO	68	(1989)
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	4	OCAHO	634	(1994)
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO	505	(1993)
<i>United States v. Ziagul Zekreya</i>	4	OCAHO	677	(1994)
<i>United States v. Ziagul Zekreya</i>	4	OCAHO	683	(1994)
Sanction(s)				
<i>Jose Proto Alcaraz v. General Motors Corporation</i>	7	OCAHO	962	(1997)
Summary Decision				
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)

<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Elodia Guzman v. Yakima Fruit &amp; Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

#### Supplemental

<i>United States v. Big Bear Market</i>	1	OCAHO	49	(1989)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)

#### Unpublished

<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	689	(1994)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)

#### PAPERWORK REQUIREMENT(S)/VIOLATION(S)

##### Absent Extension of Time, Employer Cannot Avoid Liability by Submitting I-9s Later in Process

<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
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#### Admission(s)

<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)

#### Affirmative Defense(s)

<i>United States v. Barnett Taylor, LLC, d/b/a Burger King</i>	10	OCAHO	1155	(2012)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)
All Substantive Violations Are Potentially Serious				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Cease and Desist				
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)
Civil Money Penalty				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. El Azteca Dunkirk, Inc.</i>	10	OCAHO	1172	(2013)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Giamblis Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. La Hacienda Mexican Café</i>	10	OCAHO	1167	(2013)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Morgan's Mexican &amp; Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)

<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Taste of China</i>	10	OCAHO	1164	(2013)
Factor(s)				
<i>United States v. Irma Hernandez</i>	8	OCAHO	1043	(2000)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
Civil Penalties				
<i>United States v. Jabil Circuit, Inc.</i>	10	OCAHO	1146	(2012)
Completion				
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Boo Bears Den</i>	1	OCAHO	71	(1989)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Manos &amp; Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	(1990)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
Completion of I-9 for Employee Who Works Fewer Than Three Business Days				
<i>United States v. A&amp;J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
<i>United States v. Two For Seven, LLC d/b/a Black &amp; Blue Restaurant</i>	10	OCAHO	1208	(2014)
Compliance				

<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	886	(1996)
Continuing Violation(s)				
<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	940	(1997)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1071	(2001)
Affirmative Defense(s)				
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1061	(2000)
Copying and Attaching Verification Documents Without Properly Completing Form I-9				
<i>United States v. Super 8 Motel &amp; Vilella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Copying Employment Eligibility Documents Doesn't Excuse Employer's Failure to Complete Section 2				
<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
<i>United States v. A&amp;J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
Copying Verification Documents				
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Seven Elephants Distributing Corp.</i>	10	OCAHO	1173	(2013)
Creation of False Section 2 Attestations Is Substantive Violation				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Default				
<i>United States v. Alliance Construction, Inc.</i>	7	OCAHO	983	(1998)
Defense(s)				

<i>United States v. Alberta Sosa, Inc.</i>	4	OCAHO	720	(1994)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Anthony Borrelli and Sons, Inc.</i>	8	OCAHO	1027	(1999)
<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO	723	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
Employee's Documents Are To Be Independently Verified By the Employer, Not By the Employee				
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
Employee's Failure to Check a Box in Section 1 Attesting to Status is a Serious Violation				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Employee's Failure to Complete Citizenship Attestation Constitutes Serious Substantive Violation				

<i>United States v. Super 8 Motel &amp; Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Employees Must Attest to Specific Category of Employment Eligibility in Which They Fit				
<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
Employer Cannot Avoid Liability by Submitting I-9s After the Deadline Unless Extension is Granted				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Employer is Liable for Only One Violation Per Form I-9				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Super 8 Motel &amp; Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Employer Must Complete Form I-9 Section 2 Within 3 Business Days of Employee's First Day of Work				
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Employer Must Ensure Employee Completes and Signs Form I-9 Section 1 On Date of Hire				
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Employer Responsibility				
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO	329	(1991)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)

<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	492	(1993)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
Form I-9				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. R&amp;M Fashion, Inc.</i>	6	OCAHO	826	(1995)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
<i>United States v. Vogue Pleating, Stitching &amp; Embroidery Corporation</i>	5	OCAHO	782	(1995)
Generally				
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
Employer Who Signs Section 2 With Electronic Signature Must Follow Applicable Regulations				
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
Employer's Failure to Ensure Employee Attests to Status in Section 1 is a Substantive Violation				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
Employer's Failure to Ensure Employee Properly Completes Form I-9 Section 1 is Serious Violation				

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	b	(2016)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222		(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249		(2015)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265		(2015)
Employer's Failure to Sign Form I-9 Section 2 Is A Very Serious Violation					
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314		(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276		(2016)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222		(2014)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255		(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247		(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293		(2016)
Employers Must Prepare and Retain Forms I-9 for Employees Hired After November 6, 1986					
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280		(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281		(2016)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276		(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274		(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268		(2016)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290		(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286		(2016)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278		(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288		(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289		(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267		(2016)

Employers Not At Liberty to Create Own Alternative Employment Eligibility Verification Systems

*United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)* 11 OCAHO 1258 (2015)

*United States v. Ideal Transportation Co., Inc.* 12 OCAHO 1290 (2016)

Examining Copies of Employee Documents Insufficient Where Law Requires Examination of Originals

*United States v. Employer Solutions Staffing Group II, LLC* 11 OCAHO 1242 (2015)

Factors

*United States v. DJ Drywall, Inc.* 10 OCAHO 1136 (2010)

Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation

*United States v. Durable, Inc.* 11 OCAHO 1231 (2014)

*United States v. Hartmann Studios, Inc.* 11 OCAHO 1255 (2015)

*United States v. Horno MSJ, Ltd., Company* 11 OCAHO 1247 (2015)

Failure to Complete Employment Eligibility Verification Form I-9 Constitutes Serious Violation

*United States v. Crescent City Meat Company, Inc.* 11 OCAHO 1223 (2014)

*United States v. Super 8 Motel & Vilella Italian Restaurant* 10 OCAHO 1191 (2013)

Failure to Complete I-9 Form for Employee Who Works Fewer Than Three Business Days

*United States v. Golden Employment Group, Inc.* 12 OCAHO 1274 (2016)

Failure to Complete I-9 Within Three Business Days

*Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.* 10 OCAHO 1174 (2013)

*United States v. Anodizing Industries, Inc.* 10 OCAHO 1184 (2013)

*United States v. Modern Disposal Incorporated* 10 OCAHO 1175 (2013)

*United States v. Mr. Mike's Pizza, Inc.* 10 OCAHO 1196 (2013)

*United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet* 10 OCAHO 1192 (2013)

<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO	1189	(2013)
Failure to Complete I-9 Within Three Business Days is Serious Violation				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
Failure to Ensure Employee Checks Box Attesting to Immigration Status is Serious Violation				
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
Failure to Ensure Employee Enters Alien Number in Section 1 Constitutes Serious Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Failure to Ensure Employee Signs Form I-9 Section 1 Is A Serious Violation				
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
Failure to Ensure Employee Signs Form I-9 Section 1 is a Substantive Failure				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
Failure to Ensure Employee Signs, Lists Immigration Status and A Number on I-9 Are Serious Violations				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228	(2014)
Failure to Identify Issuing Authority In Form I-9 Section 2 Is A Serious Violation				

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
Failure to Prepare				
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
Failure to Prepare Form I-9 Among Most Serious Paperwork Violations				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Failure to Prepare Form I-9 Subverts the Purpose of the Employment Verification Requirements				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
Failure to Prepare I-9 Among Most Serious Paperwork Violations				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Present Forms I-9 Within Three Days of Government's Request				
<i>United States v. A&amp;J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1195	(2013)
Failure to Present Timely Prepared I-9 Forms is a Serious Violation				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Print Employer Representative's Name in Section 2 May Be Substantive Violation				
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
Failure to Properly Complete Employer Verification in Section 2 Constitutes Substantive Violation				

<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
<i>United States v. Super 8 Motel &amp; Vilella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Failure to Properly Complete I-9 Less Serious Than Failure to Prepare or Present I-9				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Properly Complete Section 2 of the Form I-9 is a Serious Violation				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
Failure to Properly Complete Section 2 of the Form I-9 is a Very Serious Violation				
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
Failure to Properly Verify Documents in Form I-9 Section 2 Is Serious and Substantive Violation				
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Failure to Timely Prepare Form I-9 Is A Serious Violation				
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
Failure to Timely Prepare Form I-9 is Both Substantive and Serious Violation				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)

<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Two For Seven, LLC d/b/a Black &amp; Blue Restaurant</i>	10	OCAHO	1208	(2014)

For Employee Rehired Within 3 Years, Previous I-9 Can Be Used In Lieu of Completing a New I-9

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
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Form I-9

<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)

Form I-9 Section 2 Is the Heart of the Employment Eligibility Verification Process

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)

Form I-9 Timely Prepared If Section 1 Completed at Hire and Section 2 Within Three Days of Hire

<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
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Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
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Generally

<i>United States v. Aegis Fashion, Inc.</i>	1	OCAHO	239	(1990)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)

<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	(1991)
<i>United States v. Bayley's Quality Seafoods, Inc.</i>	1	OCAHO	238	(1990)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Burns and Intra-Continental Enterprises</i>	4	OCAHO	679	(1994)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	536	(1993)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	369	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	67	(1989)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services</i>	2	OCAHO	342	(1991)
<i>United States v. Ebrahim Banafsheha</i>	3	OCAHO	525	(1993)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. Elder Jerez d/b/a Green Scaping</i>	3	OCAHO	420	(1992)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	93	(1989)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)

<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)
<i>United States v. Giambliis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	264	(1990)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Juan V. Acevedo</i>	1	OCAHO	95	(1989)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	166	(1990)
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO	309	(1991)
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO	448	(1992)
<i>United States v. Manos &amp; Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Min Goldblatt &amp; Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	(1990)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	518	(1993)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	785	(1989)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	3	OCAHO	427	(1992)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)

<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	541	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO	253	(1990)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	492	(1993)
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. South Masonry Fencing Company</i>	1	OCAHO	4	(1988)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO	370	(1991)
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO	422	(1992)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)
<i>United States v. William and Maria Sievert</i>	1	OCAHO	294	(1991)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)

#### Good Faith Compliance

##### Technical or Procedural Verification Failures

<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1071	(2001)

#### Government Refusal of Documents Deprived Employer of Opportunity to Correct Technical Violations

<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
I-9 Retention Required for 3 Years After Hire or 1 Year After Termination, Whichever Is Later				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
I-9 Retention Requirement for Former Employees				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)
<i>United States v. Two For Seven, LLC d/b/a Black &amp; Blue Restaurant</i>	10	OCAHO	1208	(2014)
I-9s To Be Examined Are Those Presented in Response to NOI, Not I-9s Produced Thereafter				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Ignorance of Statutory Requirements				
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
Impossibility Not Available As Defense When Destruction of I-9s Is Due To Employer's Own Actions				
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Lack of Issuing Authority for a Driver's License in Section 2 is a Substantive Violation				

<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
Liability				
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
Location				
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
Mere Failure to Date I-9 Employer Attestation is Technical or Procedural				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Merely Pre-Printing or Typing Company Name in Section 2 Is Not the Equivalent of a Signature				
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
Mitigation				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)

<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Union Lakeville Corporation</i>	8	OCAHO	1019	(1998)
<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)

Most Paperwork Violations are Continuous Violations Until Cured or Until Retention Period Expires

<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)

No Expiration Date for Driver's License in Section 2 is Substantive if No Copy Attached

<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
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No Substitute for Proper Completion of Form I-9

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)

Omitting Document Number/Expiration Date May Be Technical/Procedural If Document Copy Attached

<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
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Paperwork Violation Involving Failure to Complete Section 1 or 2 Continues Until Corrected

<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
Person Who Signs Attestation Must Be Same Person Who Examines Employee's Original Documents				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Retention Requirement for Former Employees				
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
Rules for Completion of I-9 for Employee Who Works Fewer Than Three Business Days				
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228	(2014)
Section 2 - Expired Documents				
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1182	(2013)
Statute Aimed At All Employers, Not Just Traffickers or Those Who Hire Unauthorized Workers				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Statute of Limitations				
<i>United States v. Naim Ojeil &amp; Samoeil Ishk</i>	7	OCAHO	984	(1998)
Systematically Executing False Attestations in Section 2 Is Very Serious Violation				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
The Longer the Delay In Preparing a Form I-9, The More Serious the Violation				
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
Timeliness Paperwork Violations Cannot Be Cured				

<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Untimely Filing				
<i>United States v. Naim Ojeil &amp; Samoeil Ishk</i>	7	OCAHO	984	(1998)
Untimely Produced Documents Don't Excuse Substantive Errors in I-9s Presented During Inspection				
<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<b>PARTIES</b>				
Class Action				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	6	OCAHO	843	(1996)
<i>Jose E. Birisno Briceno-Briceno v. Farmco Farms</i>	4	OCAHO	629	(1994)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	867	(1996)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
Complaint				
<i>United States v. Auburn University</i>	4	OCAHO	646	(1994)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
Corporation(s)				
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)

## Generally

*Alan Rusk v. Northrop Corporation and Department of Defense*

4 OCAHO 607 (1994)

*Chand Wije v. Barton Springs/Edwards Aquifer C.D.*

4 OCAHO 668 (1994)

*Linda S. Walker v. United Airlines, Inc.*

4 OCAHO 686 (1994)

*United States v. McDonnell Douglas Corporation*

3 OCAHO 507 (1993)

## Hearing(s)

*Hernandez v. Farley Candy Company*

5 OCAHO 781 (1995)

## Individual Capacity

*Howard Eugene McNier v. San Francisco State University College of Business*

8 OCAHO 1030 (1999)

*Mr. Doron Tal v. M. L. Energia, Inc.*

4 OCAHO 639 (1994)

## Interpleader of DHS Unwarranted in Case Under 8 U.S.C. Section 1324b

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction*

11 OCAHO 1246 (2015)

## Intervenor

*Hernandez v. Farley Candy Company*

5 OCAHO 810 (1995)

## Permissive Joinder

*Linda S. Walker v. United Airlines, Inc.*

4 OCAHO 686 (1994)

*United States v. Ronning Landscaping, Inc.*

10 OCAHO 1149 (2012)

*United States v. WSC Plumbing, Inc.*

8 OCAHO 1045 (2000)

## Prevailing

*Michael Williamson v. Autorama, Inc.*

1 OCAHO 174 (1990)

*United States v. Auburn University*

4 OCAHO 688 (1994)

## Settlement

<i>Ashutosh Sharma v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
Stipulation				
<i>Malek Ebrahim Hatam v. Mr. Nasser Zaghi, Park General, Inc.</i>	1	OCAHO	160	(1990)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	380	(1991)
Subpoena				
<i>In re Investigation of Valley Crest Tree Company, Subpoena</i>	3	OCAHO	579	(1993)
Successorship Liability				
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.</i>	12	OCAHO	1291	(2016)
Union(s)				
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)
<b>PATTERN OR PRACTICE</b>				
Civil Money Penalty				
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	(1994)
Document Abuse				
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)
Generally				

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1012	(1998)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO	413	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Independent Contractor(s)				

<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
Persons Protected				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
Proof				

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
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## **PENALTIES**

Ability to Pay May Be Appropriate Factor to Consider In Assessing the Amount of the Penalty

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)

<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Across-the-Board Enhancement for Presence of Only Some Unauthorized Workers Not Permitted				
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
Employment of Unauthorized Alien(s)				
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
Additional Factors That May Be Considered Are Party's Financials and Leniency to Small Businesses				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
Aggravation				
<i>United States v. Seven Elephants Distributing Corp.</i>	10	OCAHO	1173	(2013)
ALJ Can Consider Public Policy of Leniency to Small Entities				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)

<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort				
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Penalty				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)

<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach				
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
ALJ In 1324b Case Looks At Nature and Circumstances of Violation and Respondent's Conduct During Case				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
ALJ Not Bound by ICE's Method of Calculating Penalties				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
Applicable Penalty Range Depends on Date of Violations and Date of Assessment of Penalty				
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
Bad Faith Found Where Employer Appeared to Intentionally Subvert Purposes of Section 1324a(b)				
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures				

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Challenge to ICE Formula Inapposite Where Final Penalty Arrived at Independently by ALJ				
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
Civil Penalty Assessment for 1324b Cases Looks to the Totality of the Circumstances				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay				
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Difference in Seriousness of Violations May Be Reflected in the Final Penalty				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)

<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Double Jeopardy				
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
Employer's Previous Receipt of a Warning Notice Does Not Constitute History of Previous Violations				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Employment of Unauthorized Aliens				
<i>United States v. Forsch Polymer Corporation</i>	10	OCAHO	1156	(2012)
<i>United States v. Nebeker, Inc.</i>	10	OCAHO	1165	(2013)
Enhancement Factor Based on Whether Specific Individual was Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Excessive Fines Clause of Eighth Amendment Applies to Fines That Are Punitive				

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Excessive Money Penalties				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
Factors				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Two For Seven, LLC d/b/a Black &amp; Blue Restaurant</i>	10	OCAHO	1208	(2014)
Failure to Complete I-9 Within Three Business Days is Serious Violation				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Prepare Form I-9 Among Most Serious Paperwork Violations				
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)

<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Failure to Prepare Form I-9 Generally Warrants Higher Penalty Than Do Errors or Omissions on Form				
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
Failure to Prepare I-9 Among Most Serious Paperwork Violations				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Properly Complete I-9 Less Serious Than Failure to Prepare or Present I-9				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Failure to Timely Prepare Form I-9 Is A Serious Violation				

<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Generally				
<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	(1993)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	887	(1996)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO	712	(1994)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Local Building &amp; Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)

<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)

Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)

Good Faith Defense

<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
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<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Morgan's Mexican &amp; Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
Government Bears Burden of Proving Penalty and Aggravating Factors by Preponderance of Evidence				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Government Bears the Burden of Proof on Penalty and Aggravating Factors				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)

<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Government Must Prove Aggravating Factor by Preponderance of Evidence				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence				
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
High Noncompliance Rate Insufficient to Justify Higher Penalty for Similar Situations				
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
ICE Fine Guidelines Have No Binding Effect on OCAHO				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

#### Knowing Hire

<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Occupational Resource Management, Inc.</i>	10	OCAHO	1166	(2013)

#### Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)

#### Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)

<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)

#### Leniency Toward Small Entities

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)

#### Mitigation

<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO	714	(1994)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank &amp; Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Morgan's Mexican &amp; Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Randall Kurzton, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)

<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized				
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
OCAHO ALJs May Review Penalty Assessments De Novo				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)

<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
Paperwork Requirement(s)/Violation(s)				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
Employment of Unauthorized Alien(s)				
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
Factor(s)				
<i>United States v. De Luca's Market</i>	8	OCAHO	1039	(1999)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)

<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
Good Faith Defense				
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
Seriousness of the Violation(s)				
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
Size of Business				
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Party Seeking Consideration of Equitable Factor Bears Burden of Presenting Supporting Evidence				
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)

<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Penalties Near Maximum Should Be Reserved for Most Egregious Violations				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. M &amp; D Masonry, Inc.</i>	10	OCAHO	1211	(2014)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)

<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Two For Seven, LLC d/b/a Black &amp; Blue Restaurant</i>	10	OCAHO	1208	(2014)

Penalties Should Deter Future Violations Without Being Unduly Punitive

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Penalties Should Have a Deterrent Effect and Not Be Merely a Cost of Doing Business

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
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Penalties Should Promote Future Compliance Without Being Unduly Punitive

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
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<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith				
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Prophylactic Purpose Best Served When Penalty Is Significant Enough to Prompt Change of Behavior				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Proportionality is Critical in Setting Penalties				
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Purpose is to Deter Repeat Violations and Encourage Others to Comply				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Purposes of Fines Are To Deter Future Violations & Encourage Compliance w/Verification Procesures				

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
Reasonableness Based On Record As Whole and Statutory Factors in Particular				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
Referring to Discrepancies or Suspect Documents Does Not Alone Prove Employee is Unauthorized				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
Mere Reference to Information Discrepancies or Suspect Documents Insufficient to Prove				
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
Seriousness of Violation Depends on Degree of Deviation From Verification Requirements				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)

<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Seriousness of Violation(s)				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Monadnock Mountain Spring Water, Inc.</i>	10	OCAHO	1193	(2013)
<i>United States v. Morgan's Mexican &amp; Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Taste of China</i>	10	OCAHO	1164	(2013)
Failure to Complete I-9 prior to Notice of Inspection				
<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
Size of Business				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. MEMF, LLC d/b/a Black &amp; Blue Steak &amp; Crab - Buffalo</i>	10	OCAHO	1170	(2013)
Franchisee/Franchisor				
<i>United States v. Siwan &amp; Brothers, Inc. d/b/a Subway #37616</i>	10	OCAHO	1178	(2013)
<i>United States v. Siwan &amp; Sons, Inc. d/b/a Subway #35029 and Subway #23095</i>	10	OCAHO	1179	(2013)
Size of Business Did Not Necessitate Further Mitigation of Civil Penalty				
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)

Social Security Mismatch Does Not Establish That a Particular Individual is Unauthorized for Employment

*United States v. SKZ Harvesting, Inc.*

11 OCAHO 1266 (2016)

Statute Does Not Prohibit Consideration of Unenumerated Factors

*United States v. Clean Sweep Janitor Service*

11 OCAHO 1226 (2014)

Statute Does Not Require That a Factor Found Not to Be Aggravating Must Be Found to Be Mitigating

*United States v. Integrity Concrete, Inc. and American Concrete, Inc.*

13 OCAHO 1307 (2017)

*United States v. International Packaging, Inc.*

12 OCAHO 1275 (2016)

*United States v. Metropolitan Enterprises, Inc.*

12 OCAHO 1297 (2017)

Statute Does Not Require That Equal Weight Be Given Each of the Five Statutory Factors

*United States v. Dr. Robert Schaus, D.D.S.*

11 OCAHO 1239 (2014)

*United States v. Durable, Inc.*

11 OCAHO 1231 (2014)

*United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)*

11 OCAHO 1258 (2015)

*United States v. Homestead Metal Recycling Corp.*

11 OCAHO 1251 (2015)

*United States v. Liberty Packaging, Inc.*

11 OCAHO 1245 (2015)

*United States v. Mott Thoroughbred Stables, Inc.*

11 OCAHO 1233 (2014)

*United States v. Romans Racing Stables, Inc.*

11 OCAHO 1230 (2014)

Statute Does Not Require That Equal Weight Be Given Enumerated Factors Nor Rule Out Other Factors

*United States v. 3679 Commerce Place, Inc.*

12 OCAHO 1296 (2017)

*United States v. Buffalo Transportation, Inc.*

11 OCAHO 1263 (2015)

*United States v. Cawoods Produce, Inc.*

12 OCAHO 1280 (2016)

*United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles*

12 OCAHO 1281 (2016)

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12 OCAHO 1276 (2016)

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12 OCAHO 1277 (2016)

<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
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<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

Statute Does Not Require That Equal Weight Be Given to Each Required Penalty Factor

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Statute Does Not Rule Out Consideration of Unenumerated Factors

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Statute Does Not Specify Factors ALJ Must Consider in Setting Penalty for Knowing Hire Violation

<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
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<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
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Suspicion Alone is Insufficient to Aggravate Paperwork Penalty Based On Unauthorized Workers				
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<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
Termination of Employees Does Not Sufficiently Establish the Presence of Unauthorized Aliens				
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
There Is No Sole Permissible Method for Calculating Penalties				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
There Must Be Rational Relationship Between Magnitude of Offense and Penalty				
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
Weight of Each Statutory Factor Depends on Facts of Each Case				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)

<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)

Where A Paperwork Violation is Found, The Act Does Not Provide for Waiver of Penalty

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

**PERSONS PROTECTED**

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<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	5	OCAHO	726	(1995)
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO	741	(1995)
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)

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<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	549	(1993)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	528	(1993)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)

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<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	6	OCAHO	880	(1996)
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<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
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<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
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<i>Daniel D. Tiplea v. Reynolds Electrical &amp; Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Eden Harrison Adatsi v. Citizens &amp; Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	(1991)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	335	(1991)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	2	OCAHO	400	(1989)
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<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
Document Abuse Claim Based on Citizenship Status May Be Raised Only By Protected Individuals				

<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	(2019)
<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO	1300	(2017)
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<i>Arnulfo Medina v. Bend-Pack, Inc.</i>	5	OCAHO	791	(1995)
<i>Barbara Eva Labombarbe v. United States Air Force d/b/a Child Development Center</i>	3	OCAHO	515	(1993)
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	547	(1993)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	549	(1993)
<i>Dalila Kamal-Griffin v. Cahill Gordon &amp; Reindel</i>	3	OCAHO	568	(1993)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	484	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Juan Antonio Cardona Godinez v. Armguard Security Patrol</i>	3	OCAHO	490	(1993)
<i>Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)</i>	3	OCAHO	508	(1993)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	(1994)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Patricia Eunice Parkin-Forrest v. Veterans Administration Hospital</i>	3	OCAHO	516	(1993)
<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)
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<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)

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*Jenlih John Hsieh v. PMC - Sierra, Inc.*

9 OCAHO 1093 (2003)

Individual Not Protected If He/She Fails to Apply for Naturalization w/in 6 Months of Eligibility

*Norberto Sagal Torres v. Pacific Continental Textiles, Inc.*

10 OCAHO 1203 (2013)

*Vieri Verdesi v. Ark Rustic Inn, LLC*

13 OCAHO 1311 (2018)

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*United States v. Mesa Airlines*

1 OCAHO 74 (1989)

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4 OCAHO 638 (1994)

*United States v. Marcel Watch Corporation*

1 OCAHO 143 (1990)

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7 OCAHO 970 (1997)

*Loleitha Atheria Wilson v. Waste Connections, Inc.*

13 OCAHO 1315 (2019)

*Marcos Valencio v. VASP Brazilian Airlines*

5 OCAHO 740 (1995)

*Miguel A. Gallegos v. Magna-View, Inc.*

4 OCAHO 619 (1994)

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*Doris Rainwater v. Doctor's Hospice of Georgia, Inc.*

12 OCAHO 1300 (2017)

*Drahomira Adame v. Dunkin Donuts*

4 OCAHO 691 (1994)

*Jose Danilo Cruz v. Able Service Contractors, Inc.*

6 OCAHO 837 (1996)

*Krzysztof Zarazinski v. Anglo Fabrics, Company*

4 OCAHO 626 (1994)

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10 OCAHO 1130 (2009)

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<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
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<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	375	(1991)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
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<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	(2019)
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## PLEA AGREEMENTS

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<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
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<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
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## PLEADINGS

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<i>Ba v. Wal-Mart Store 1199</i>	10	OCAHO	1163	(2012)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	496	(1993)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1030	(1999)
<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1018	(1998)
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 b	(2018)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)

<i>United States v. Creation &amp; Innovation</i>	3	OCAHO	527	(1993)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	338	(1991)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	408	(1992)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
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<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	539	(1993)
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<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
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<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	473	(1992)
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<i>Frederick John Harris v. Mr. Bob Marbut, Chairman &amp; CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Marcos Iniguez-Casillas</i>	6	OCAHO	870	(1996)
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<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
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<i>Emil Anis Halim v. Accu-Labs Research, Inc.</i>	3	OCAHO	474	(1992)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	501	(1993)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	539	(1993)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	867	(1996)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO	540	(1993)
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<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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<i>Daniel D. Tiplea v. Reynolds Electrical &amp; Engineering Company, Inc.</i>	3	OCAHO	548	(1993)

<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	324	(1991)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	322	(1991)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
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<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	4	OCAHO	678	(1994)
<i>Sergio Flores Ortiz v. Moll-Tex Broadcasting Company</i>	3	OCAHO	440	(1992)
<i>United States v. Alexander's Inc. d/b/a Homestead Tomato Packing Company</i>	3	OCAHO	504	(1993)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Feliciano Leon-Gutierrez</i>	6	OCAHO	875	(1996)

<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO	712	(1994)
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<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO	540	(1993)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	504	(1993)
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
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<i>United States v. Feliciano Leon-Gutierrez</i>	6	OCAHO	875	(1996)
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	839	(1996)
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<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	(2016)
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1272	(2016)
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO	1311	(2018)
Motion to Strike				
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
Motion to Strike Affirmative Defenses				
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
Neither Detailed Fact Nor Evidence Pleading is Contemplated by OCAHO Rules				
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	(2016)
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1273	(2016)
Representation				
<i>Jose E. Briceno Briceno v. Farmco Farms</i>	4	OCAHO	629	(1994)
Section 1324b Complaint Must Contain Factual Allegations That Give Rise to Inference of Discrimination				
<i>Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC</i>	12	OCAHO	1302	(2017)
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	(2016)
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1272	(2016)
Service				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	645	(1994)

<i>Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1018	(1998)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	(1994)
Speculation and Hypotheses Cannot Substitute Facts and Complaint Must Contain Well-Pleaded Facts				
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
Standard				
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
Summary Decision				
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	(1999)
Supplemental				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	(1994)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1047	(2000)
Time Computation(s)				
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	418	(1992)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
Timeliness				
<i>D'Amico v. Erie Community College</i>	7	OCAHO	927	(1997)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	664	(1994)

<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
Translations				
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	343	(1991)
Where Problem With Cause of Action is Substantive, Repleading Would Be Futile				
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	(2016)
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1272	(2016)
<b>POLICY</b>				
Generally				
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	510	(1993)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	322	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<b>PREEMPTION</b>				
State Police Actions Related to the Employment Verification System Are Preempted by Federal Law				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
<b>PREHEARING CONFERENCE</b>				
Generally				
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	(1993)
<b>PREVAILING PARTY</b>				
Generally				
<i>Chand Wije v. Barton Springs/Edwards Aquifier C.D.</i>	5	OCAHO	785	(1995)

*Eusebio Huesca v. Rojas Bakery*

4 OCAHO 654 (1994)

*United States v. Workrite Uniform Company, Inc.*

5 OCAHO 755 (1995)

Prevailing Plaintiff Is Presumed To Be Entitled To An Award of Attorney's Fees

*John A. Breda v. Kindred Braintree Hospital, LLC*

11 OCAHO 1225 (2014)

Prevailing Respondent Awarded Fees Only If Complaint is Without Reasonable Foundation in Law or Fact

*John A. Breda v. Kindred Braintree Hospital, LLC*

11 OCAHO 1225 (2014)

*Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid*

12 OCAHO 1287 (2016)

With Prejudice

*Eusebio Huesca v. Rojas Bakery*

4 OCAHO 654 (1994)

## **PRIVACY**

Individuals Have A Privacy Interest in Not Having Their Names and Addresses Disclosed

*United States v. Frimmel Management, LLC d/b/a Uncle Sam's*

12 OCAHO 1271 b (2016)

## **PRIVATE RIGHT OF ACTION**

Employer Sanctions

*Juan Manuel Alamprese v. MNSH, Inc.*

9 OCAHO 1094 (2003)

Generally

*Jenli John Hsieh v. PMC - Sierra, Inc.*

9 OCAHO 1083 (2002)

Statute Does Not Authorize Private Individuals to File Complaints Alleging Section 1324a Violations

*M.S v. Dave S.B. Hoon - John Wayne Cancer Institute*

12 OCAHO 1305 (2017)

## **PRIVILEGE CLAIM**

Asserting Party Bears Burden of Establishing Privilege

<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
Business Records Used in Normal Course of Human Resource Duties Not Privileged				
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
Conclusory/Boilerplate Objections Fail to Meet Burden of Establishing Privilege				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Discovery				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
Fifth Amendment				
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	777	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. David Segura-Sataray</i>	4	OCAHO	708	(1991)
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	910	(1997)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	903	(1996)
Generally				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)

**PRO SE**

<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
Abandonment				
<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	(1993)
<i>Arnulfo Medina v. Bend-Pack, Inc.</i>	5	OCAHO	791	(1995)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO	605	(1994)
<i>Tito Ponce Chavez v. National By-Products</i>	4	OCAHO	620	(1994)
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	(1993)
Attorney Fees				
<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jose Jasso v. Danbury Hilton &amp; Towers</i>	3	OCAHO	566	(1993)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
Citizenship Status Discrimination				
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
Default Judgment				
<i>United States v. Alliance Construction, Inc.</i>	7	OCAHO	983	(1998)
Equitable Tolling				
<i>Bienvenido Antonio Thompson v. Prestige Towing Services</i>	13	OCAHO	1309	(2018)
Ex Parte Communication(s)				

<i>Frederick John Harris v. State of Hawaii, Department of Education</i> Generally	6	OCAHO	922	(1997)
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	(1993)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	3	OCAHO	588	(1993)
Government Should Comply With the Law In Good Faith, Especially When Dealing With Pro Se Party				
<i>United States v. Crescent City Meat Company, Inc.</i> Pro Se Motions May Be Construed Liberally	11	OCAHO	1217	(2014)
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i> Service	12	OCAHO	1305 b	(2018)
<i>Martin A. Holguin v. Dona Ana Fashions</i> Summary Decision	4	OCAHO	605	(1994)
Duty to Provide Notice <i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<b>PROTECTIVE ORDER</b>				
ALJ May Issue Protective Order Upon Showing of Good Cause				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i> Certification(s)	12	OCAHO	1271 b	(2016)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)

## Discovery

*Jenlih John Hsieh v. PMC - Sierra, Inc.*

9 OCAHO 1084 (2002)

## Acceptable

*United States v. Select Temporaries, Inc. d/b/a Select Personnel Services*

9 OCAHO 1079 (2002)

## Ex Parte Communication(s)

*United States v. Select Temporaries, Inc. d/b/a Select Personnel Services*

9 OCAHO 1079 (2002)

## Generally

*Chand Wije v. Barton Springs/Edwards Aquifier C.D.*

4 OCAHO 635 (1994)

*In re Investigation of ABM Industries, Subpoena*

5 OCAHO 763 (1995)

*In re Investigation of Conoco, Inc., Subpoena*

8 OCAHO 1049 (2000)

*Leonid Naginsky v. Department of Defense*

5 OCAHO 813 (1995)

*Mr. Doron Tal v. M. L. Energia, Inc.*

4 OCAHO 639 (1994)

*United States v. Agripac, Inc.*

8 OCAHO 1017 (1998)

*United States v. Guardsmark*

4 OCAHO 614 (1994)

## Limit on Temporal Scope of Discovery Allowed Where Request is Overly Broad/Unduly Burdensome

*United States v. Durable, Inc.*

11 OCAHO 1221 (2014)

## Party Seeking Protective Order Has Burden of Showing Good Cause

*United States v. Employer Solutions Staffing Group II, LLC*

11 OCAHO 1234 (2014)

*United States v. Frimmel Management, LLC d/b/a Uncle Sam's*

12 OCAHO 1271 b (2016)

## Showing of Good Cause Must Be Based on Particular and Specific Demonstration of Fact

*United States v. Employer Solutions Staffing Group II, LLC*

11 OCAHO 1234 (2014)

## Stipulation

<i>United States v. Agripac, Inc.</i>	8	OCAHO	1017	(1998)
<b>RECRUITMENT</b>				
Generally				
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<b>RECUSAL</b>				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
Generally				
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1034	(1999)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
<i>William S. Monda v. Staryhab, Inc.</i>	8	OCAHO	1002	(1998)
<b>REGULATIONS</b>				
5/10 Year Rule				
<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
Cause of Action				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)
Charge				
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
Complaint				

<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
Definition of Independent Contractors				
<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
Employer(s)				
<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
Factors to Consider in Determining Whether and Individual Is An Independent Contractor				
<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
Generally				
<i>Audrey Murtano v. C. R. England, Inc.</i>	9	OCAHO	1116	(2005)
<i>Chand Wije v. Barton Springs/Edwards Aquifier C.D.</i>	4	OCAHO	635	(1994)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	452	(1992)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	445	(1992)
Hearing(s)				
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
Interim Rule(s)				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)

## OCAHO Is Guided by IER's Regulations in Determining What Constitutes a Charge

<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305	a	(2018)
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308		(2018)
Office of the Chief Administrative Hearing Officer					
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174		(1990)
Settlement					
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168		(2013)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596		(1994)
Statute of Limitations					
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755		(1995)
Timeliness					
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115		(2005)
<i>United States v. Performance Printing Corporation</i>	5	OCAHO	779		(1995)
<b>REHIRE</b>					
For Employee Rehired Within 3 Years, Previous I-9 Can Be Used In Lieu of Completing a New I-9					
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263		(2015)
Generally					
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139		(2011)
<b>REMANDS</b>					
Case Remanded to ALJ for Reassessment of Fine					
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223		(2014)

Case Remanded to ALJ for Reassessment of Fine Based on Error of Fact and Law

*United States v. Crescent City Meat Company, Inc.*

11 OCAHO 1217 (2014)

Case Remanded to ALJ Where Penalty Based on Erroneous Inference

*United States v. Crescent City Meat Company, Inc.*

11 OCAHO 1223 (2014)

Generally

*United States v. ABC Roofing & Waterproofing, Inc.*

2 OCAHO 358 (1991)

*United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant*

2 OCAHO 389 (1991)

## REMEDIES

ALJ In 1324b Case Looks At Nature and Circumstances of Violation and Respondent's Conduct During Case

*United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms*

11 OCAHO 1256 (2015)

Cease and Desist Order Required for Knowing Hire or Continuing to Employ Violations

*United States v. Jalisco's Bar and Grill, Inc.*

11 OCAHO 1224 (2014)

*United States v. Muniz Concrete & Contracting, Inc.*

12 OCAHO 1278 (2016)

Civil Penalty Assessment for 1324b Cases Looks to the Totality of the Circumstances

*United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms*

11 OCAHO 1256 (2015)

Liability Finding Under Section 1324b Requires Issuance of Cease and Desist Order

*United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms*

11 OCAHO 1256 (2015)

*United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare*

11 OCAHO 1227 (2014)

## REPRESENTATION

Attorney Representing Private Party and Appearing on Filings Must File Notice of Appearance

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction*

11 OCAHO 1246 (2015)

## Class Action

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Jose E. Briceno-Briceno v. Farmco Farms</i>	4	OCAHO	629	(1994)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	867	(1996)

## Generally

<i>Alberto Izquierdo v. Victoria Nursing &amp; Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Alexsandr Yakubson v. Effective Security</i>	6	OCAHO	858	(1996)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	(1996)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	713	(1994)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)

## Gov't Must Treat Pro Se Party Lacking Legal Knowledge With Scrupulous Fairness

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
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## Lay or Non-Attorney Representation

<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)

## Lay Representation

<i>Alberto Izquierdo v. Victoria Nursing &amp; Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)

## Non-Attorney

<i>Alberto Izquierdo v. Victoria Nursing &amp; Rehabilitation Center</i>	10	OCAHO	1131	(2009)
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<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
OCAHO Rules Do Not Apply to Representation Before a Complaint is Filed With OCAHO				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
OCAHO Rules Explicitly Allow for Representation By a Non-Attorney Under Certain Circumstances				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
Pro Se				
<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	3	OCAHO	588	(1993)
Request for a Hearing				
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
Tax Protester				
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
Withdrawal				
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	682	(1994)
<i>United States v. Maria Celia Aispuro-Nunez</i>	5	OCAHO	745	(1995)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)
<i>United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	(2018)

## REQUEST FOR HEARING

Appearance

<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
Generally				
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	553	(1993)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway</i>	3	OCAHO	485	(1993)
Hearing Unnecessary Where No Genuine Issue of Material Fact is in Dispute				
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
Statute Aimed At All Employers, Not Just Traffickers or Those Who Hire Unauthorized Workers				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<b>REQUESTS FOR RELIEF</b>				
Form of				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1089	(2003)
<b>RES JUDICATA</b>				
Doesn't Apply if Cause of Action is Different Than In Earlier Case				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
Generally				
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1047	(2000)
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306 a	(2018)
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
Issues Are Not the Same Where Second Action Involves Application of Different Legal Standard				

<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	(2015)
Res Judicata Inapplicable to Claims Not Adjudicated on Merits				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
<b>RETALIATION</b>				
Adverse Employment Action Occurs When Employment Decision Made and Communicated to Employee				
<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Based on Filing a Charge With OSC				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
Causation Requires a Showing that the Decisionmaker Knew of the Employee's Protected Activity				
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306 a	(2018)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Cause of Action				
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
Cease and Desist				
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
Claims of Retaliation for Engaging in Union Activity Must Be Pursued in a Different Forum				
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
Complaining About Sexual Harassment Is Not Protected Activity Within the Meaning of Section 1324b				
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)

Counterclaim May Be Considered Retaliatory if it is Objectively Baseless

*John A. Breda v. Kindred Braintree Hospital, LLC*

10 OCAHO 1202 (2013)

Employer Has Burden of Production in Stating Non-Discriminatory Reason for Employment Action

*Linda Chellouf v. Inter American University of Puerto Rico*

12 OCAHO 1269 (2016)

*R.O. v. Crossmark, Inc.*

11 OCAHO 1236 (2014)

Evidence of Pretext Must Be Specific and Substantial

*R.O. v. Crossmark, Inc.*

11 OCAHO 1236 (2014)

Filing EEOC Religious Discrimination Complaint is not Protected Activity Under Section 1324b(a)(5)

*Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee*

10 OCAHO 1212 (2014)

Filing With EEOC Is Not Protected Activity Under Section 1324b(a)(5)

*Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority*

13 OCAHO 1306 (2017)

*Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority*

13 OCAHO 1306 a (2018)

*Nicasio Angulo v. Securitas Security Services USA, Inc.*

11 OCAHO 1259 (2015)

Generalized Complaints About Employing Undocumented Workers Isn't Protected Under Section 1324b

*R.O. v. Crossmark, Inc.*

11 OCAHO 1236 (2014)

*Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee*

10 OCAHO 1212 (2014)

Generally

*Chand Wije v. Barton Springs/Edwards Aquifer C.D.*

4 OCAHO 668 (1994)

*Eric Robin Cholerton v. Robert M. Hadley Company, Inc.*

7 OCAHO 934 (1997)

*Gurpreet Sodhi v. Maricopa County Special Health Care District*

9 OCAHO 1127 (2007)

*Gurpreet Sodhi v. Maricopa Medical Center*

10 OCAHO 1124 (2008)

*Guy Santiglia v. Sun Microsystems, Inc.*

9 OCAHO 1110 (2004)

<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	(1996)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	663	(1994)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	674	(1994)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	709	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	709	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	661	(1994)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)

#### Jurisdiction

<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	(1995)
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	(1996)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)

Must Show Adverse Employment Action Would Not Have Occurred But For Employee's Protected Activity

<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO	1300	(2017)
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306 a	(2018)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Pretext May Be Shown by Proof That An Employer's Explanation is Unworthy of Credence				
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
Prima Facie Case				
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO	1300	(2017)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1124	(2008)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
Prima Facie Case May Be Established by Direct or Circumstantial Evidence				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
Protected Activity				
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Complaining About Illegal Hiring Under § 1324a Does Not Constitute Protected Activity Under § 1324b(a)(5)				

<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
Retaliation Claim Must Be Based on Conduct that is Protected Under Section 1324b				

<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306 a	(2018)
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<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
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<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
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Retaliation May Consist of Actions Not Directly Related to an Individual's Employment

<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
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Retaliation Provision of Section 1324b Applies to any Individual, Not Just Protected Individuals

<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
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To Qualify as Protected Activity, Conduct Must Implicate Some Right Secured Under Section 1324b

<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306 a	(2018)
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<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
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<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
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<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
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<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
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<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
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To Rebut Prima Facie Case, Employer Must State Non-Discriminatory Reason for Employment Decision

<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
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To Rebut Prima Facie Case, Employer Must State Non-Retaliatory Reason for Employment Action

<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
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## REVERIFICATION

Employer's Duty

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
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<i>Zelleka Getahun v. DuPont Merck Pharmaceutical Company</i>	8	OCAHO	1029	(1999)
<b>REVIEW</b>				
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<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	829	(1995)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	696	(1994)
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	772	(1995)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
Issues Not Properly Raised Below Cannot Be Raised for the First Time on Review				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 a	(2016)
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
Review Limited to Issues Contained in the Request for Review				
<i>United States v. M &amp; D Masonry</i>	10	OCAHO	1215	(2014)
<b>SANCTIONS</b>				
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<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
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<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	(1994)
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<i>United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	(2018)
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<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
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<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
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<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
Discovery Sanctions May Include Adverse Inferences or Rulings Against the Non-Complying Party				
<i>United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	(2018)
Discovery Sanctions Usually Imposed Only After Order Compelling Discovery is Issued				
<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Discovery Violation(s)				

<i>Iron Workers Local 455 v. Lake Construction &amp; Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Jose Proto Alcaraz v. General Motors Corporation</i>	7	OCAHO	962	(1997)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<i>United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	(2018)
<i>United States v. Westin Galleria &amp; Westin Oaks Hotel</i>	4	OCAHO	701	(1994)
Ex Parte Communication(s)				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	645	(1994)
Exclusion of Representative				
<i>Alberto Izquierdo v. Victoria Nursing &amp; Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
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<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	(1992)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	341	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>Omar Egal v. Sears Roebuck &amp; Company</i>	3	OCAHO	442	(1992)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	798	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	553	(1993)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)
<i>United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant</i>	2	OCAHO	360	(1991)

<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO	119	(1989)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. Manca Imports, Inc.</i>	1	OCAHO	268	(1990)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	202	(1990)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO	560	(1993)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	895	(1996)
<i>United States v. Scandia Interiors, Inc.</i>	1	OCAHO	290	(1991)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO	390	(1991)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)
<i>United States v. Weldco, Inc. and Weldco Components, Inc. d/b/a Weldco Products</i>	3	OCAHO	483	(1993)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	35	(1988)

#### Penalties

<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)

#### Sanction of Liability Appropriate For Bad Faith Refusal to Comply With Discovery Obligations

<i>United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	(2018)
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#### SEARCH AND SEIZURE

##### Affirmative Defense(s)

<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)

Consent	<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
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	<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
	<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
	<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
	<i>United States v. Kuo Liu</i>	1	OCAHO	235	(1990)
<b>SELECTIVE PROSECUTION</b>					
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	<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<b>SERVICE OF PROCESS</b>					
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	<i>United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.</i>	4	OCAHO	656	(1994)
All Documents Filed Must Be Accompanied By a Certificate of Service					
Certificate of Service	<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&amp;C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Dismissal	<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)
Ex Parte Communication(s)	<i>United States v. Mayfly Fashion, Inc.</i>	6	OCAHO	894	(1996)

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	645	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	854	(1996)
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)

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<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	136	(1990)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	214	(1990)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO	605	(1994)
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	461	(1992)
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	384	(1991)
<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO	776	(1995)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	514	(1993)
<i>United States v. Dennis M. Dolan d/b/a Old Ocean Beach Café</i>	2	OCAHO	388	(1991)
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	(1992)
<i>United States v. Flat Knitting Mills Company, Inc.</i>	2	OCAHO	317	(1991)
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	(1989)
<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO	770	(1995)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. Marcos Iniguez-Casillas</i>	6	OCAHO	870	(1996)
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Nicolas Tinoco-Medina</i>	5	OCAHO	806	(1995)

<i>United States v. Prime Landscape Management, Inc.</i>	1	OCAHO	204	(1990)
<i>United States v. Sea Dart Trading Corporation</i>	2	OCAHO	336	(1991)
<i>United States v. Victor Hugo Baches-Corado</i>	3	OCAHO	571	(1993)
Manner of Service				
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)
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<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	645	(1994)
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	(1994)
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<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO	605	(1994)
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<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
Withdrawal				
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)

## SETTLEMENT AGREEMENTS

A Settlement Agreement Is A Contract and Is Generally Evaluated Under Relevant State Contract Law

<i>Ashutosh Sharma v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)
An Accrued Cause of Action Under 8 U.S.C. Section 1324b May Be Waived as Part of a Settlement Agreement				
<i>Ashutosh Sharma v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)

## Authority and Jurisdiction to Review

<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>United States v. Coastal Transportation, Inc.</i>	1	OCAHO	26	(1988)
<i>United States v. Coastal Transportation, Inc.</i>	1	OCAHO	27	(1988)
<i>United States v. La Luna Azul</i>	1	OCAHO	14	(1988)
<i>United States v. Marcos Iniguez-Casillas</i>	8	OCAHO	1001	(1998)
<i>United States v. Old Town Mexican Café</i>	1	OCAHO	15	(1988)
<i>United States v. Rainbow Steel Company</i>	1	OCAHO	17	(1988)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)

## Civil Money Penalty

<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	(1994)
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)

## Collateral Estoppel and Res Judicata Not Applicable to Settlement Agreements

<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
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## Defense(s)

<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO	1011	(1998)
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## Dismissal

<i>Ashutosh Sharma v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
<i>United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes</i>	6	OCAHO	921	(1997)
<i>United States v. IBP, Inc.</i>	5	OCAHO	766	(1995)

<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>United States v. Sahara Wireless International, Inc.</i>	11	OCAHO	1262	(2015)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)
Effect on Withdrawal				
<i>United States v. American Airlines</i>	8	OCAHO	1044	(2000)
Enforcement				
<i>Ashutosh Sharma v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>Olimpia Tovar v. United States Postal Service</i>	4	OCAHO	650	(1994)
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
<i>United States v. IBP, Inc.</i>	5	OCAHO	766	(1995)
<i>United States v. Westin Galleria &amp; Westin Oaks Hotel</i>	4	OCAHO	701	(1994)
Ex Parte Communication(s)				
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
Failure to Execute				
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO	1011	(1998)
<i>United States v. Moses Sportswear, Inc.</i>	6	OCAHO	841	(1996)
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	4	OCAHO	634	(1994)
Generally				
<i>Ashutosh Sharma v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)
<i>Christnie Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.</i>	8	OCAHO	1025	(1999)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	363	(1991)

<i>Salvador Chavarin-Lopez v. Nichols Farms</i>	2	OCAHO	371	(1991)
<i>United States v. A &amp; B Carpet Steam Cleaning &amp; General Services, Corporation</i>	1	OCAHO	244	(1990)
<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	391	(1991)
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO	1011	(1998)
<i>United States v. Commander Construction, Inc. t/a Commander Construction Company</i>	1	OCAHO	32	(1988)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	28	(1988)
<i>United States v. Francisco's Restaurant, Inc.</i>	1	OCAHO	206	(1990)
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)
<i>United States v. James L. Baber and Jeff Baber d/b/a Baber Brothers Farm</i>	2	OCAHO	350	(1991)
<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO	6	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	28	(1988)
<i>United States v. Lectro Tek Services, Inc.</i>	1	OCAHO	172	(1990)
<i>United States v. Lighthouse Restaurant</i>	1	OCAHO	74	(1988)
<i>United States v. Manca Imports, Inc.</i>	2	OCAHO	347	(1991)
<i>United States v. Old Town Mexican Café</i>	1	OCAHO	10	(1988)
<i>United States v. Prestige Landscapes</i>	1	OCAHO	11	(1988)
<i>United States v. Sizzler Restaurants International, Inc.</i>	1	OCAHO	263	(1990)
<i>United States v. Springs Wash One d/b/a Austin Nevada Car Wash, a California Limited Partnership</i>	2	OCAHO	349	(1991)
<i>United States v. Stephen and Christine Sealy</i>	2	OCAHO	362	(1991)
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO	413	(1992)
<i>United States v. Turner's Japanese Auto Repair</i>	8	OCAHO	1009	(1998)

#### Jurisdiction

<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Olimpia Tovar v. United States Postal Service</i>	4	OCAHO	650	(1994)

#### Jurisdiction and Authority to Review

<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
Office of Special Counsel/Immigrant and Employee Rights Section				
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
Party/Parties				
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
Power of Administrative Law Judge				
<i>Ashutosh Sharma v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	432	(1992)
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
<i>United States v. Enrique Silva d/b/a J.B.'s Night Club</i>	8	OCAHO	1014	(1998)
<i>United States v. Sizzler Restaurants International, Inc.</i>	2	OCAHO	325	(1991)
Sovereign				
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
<b>SHOW CAUSE</b>				
Generally				
<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	(2019)
<i>United States v. Carlos Antonio Aquino</i>	5	OCAHO	818	(1995)
<i>United States v. Private Brands Company and Private Brand, Inc.</i>	7	OCAHO	941	(1997)
Opportunity to Respond to a Motion to Dismiss All Claims				
<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	(2019)
Persons Protected				

Timeliness	<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	(2019)
	<i>United States v. Jabil Circuit, Inc.</i>	10	OCAHO	1146	(2012)
<b>SIXTH AMENDMENT</b>					
Generally					
	<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
	<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
	<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
<b>SIZE OF BUSINESS</b>					
ALJ Can Consider Public Policy of Leniency to Small Entities					
	<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
	<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
	<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
	<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
	<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
	<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
	<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
	<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
	<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
	<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
	<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
Business Size Is Determined Based on Size At Time of ALJ Adjudication and Penalty Assessment					
	<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
	<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)

## Business Size Not Based on Former Period in Business' History

*United States v. Niche, Inc.*

11 OCAHO 1250 (2015)

OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business

*United States v. Cawoods Produce, Inc.*

12 OCAHO 1280 (2016)

*United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles*

12 OCAHO 1281 (2016)

*United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)*

11 OCAHO 1258 (2015)

*United States v. Integrity Concrete, Inc. and American Concrete, Inc.*

13 OCAHO 1307 (2017)

*United States v. Muniz Concrete & Contracting, Inc.*

12 OCAHO 1278 (2016)

*United States v. St. Croix Personnel Services, Inc.*

12 OCAHO 1289 (2016)

## SOVEREIGN IMMUNITY

*In re Investigation of Miccosukee Resort*

9 OCAHO 1114 (2004)

*Yaming Shen v. Defense Language Institute*

9 OCAHO 1117 (2005)

Abandonment

*Ping Ruan v. United States Navy*

8 OCAHO 1046 (2000)

Attorney Fees

*United States v. Workrite Uniform Company, Inc.*

5 OCAHO 755 (1995)

*United States v. Zabala Vineyards*

6 OCAHO 844 (1996)

Component of U.S. Department of Defense is Immune From Suit Before OCAHO

*Washington Younggil Kim Jung Windsor*

12 OCAHO 1294 (2016)

*Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center*

12 OCAHO 1279 (2016)

Congress Did Not Abrogate State Sovereign Immunity When It Enacted Section 1324b

<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO	1304	(2017)
<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	(2015)
Eleventh Amendment				
<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO	1304	(2017)
<i>D'Amico v. Erie Community College</i>	7	OCAHO	948	(1997)
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1030	(1999)
<i>Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	(1999)
<i>Massala Prince Reffell v. Prairie View A&amp;M University</i>	9	OCAHO	1057	(2000)
<i>McNier v. San Francisco State University College of Business</i>	7	OCAHO	998	(1998)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	869	(1996)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1042	(2000)
Federal Government Agencies Are Not Amenable to Suit Under 8 U.S.C. Section 1324b				
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)
Federal Sovereign Immunity is Generally Presumed Until Established Otherwise				
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
Generally				
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	709	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	709	(1994)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)

<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville</i>	6	OCAHO	881	(1996)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)
Injunctive Relief				
<i>McNier v. San Francisco State University College of Business</i>	7	OCAHO	998	(1998)
Party Seeking Immunity From Suit Has Burden of Establishing that Eleventh Amendment Applies				
<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO	1304	(2017)
Section 1324b Does Not Contain an Express Waiver of Sovereign Immunity				
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
State Agency May Waive Affirmative Defense of Sovereign Immunity by Failing to Timely Assert It				
<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	(2015)
State Must Timely Object to the Forum or Be Deemed to Have Waived Its Objection				
<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	(2015)
State's Own Conduct in the Course of Litigation May Operate to Waive Its Sovereign Immunity				
<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	(2015)
Subject Matter Jurisdiction				
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Massala Prince Reffell v. Prairie View A&amp;M University</i>	9	OCAHO	1057	(2000)
<i>Ping Ruan v. United States Navy</i>	8	OCAHO	1046	(2000)

<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)
Suit Against Government Official Acting in Official Capacity Is Covered By Sovereign Immunity				

<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
The Defense of Sovereign Immunity May Be Raised At Any Point in the Proceeding				

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)
The U.S. Postal Service Is Immune From Suits Under 8 U.S.C. Section 1324b				

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
Waiver				

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>McNier v. San Francisco State University College of Business</i>	7	OCAHO	998	(1998)

## STANDING

<i>Akintunde Omoyosi v. Lebanon Correctional Institution</i>	9	OCAHO	1119	(2005)
<i>Raul A. Gonzalez v. Tri-Component Products, Inc.</i>	9	OCAHO	1118	(2005)
Alien(s)				

<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
Temporary Protected Status				

<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
Unauthorized				
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Generally				
<i>Barbara Eva Labombarbe v. United States Air Force d/b/a Child Development Center</i>	3	OCAHO	515	(1993)
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Patricia Eunice Parkin-Forrest v. Veterans Administration Hospital</i>	3	OCAHO	516	(1993)
<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	302	(1991)
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO	999	(1998)
Intending Citizen				
<i>Daniel D. Tiplea v. Reynolds Electrical &amp; Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Eden Harrison Adatsi v. Citizens &amp; Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	2	OCAHO	400	(1989)
Office of Special Counsel/Immigrant and Employee Rights Section				

<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Permanent Resident				
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	(1994)
Persons Protected				
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
Puerto Rican				
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
U.S. Citizen				
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<b>STARE DECISIS</b>				
Generally				
<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO	109	(1989)
<b>STATISTICAL PROOF OF DISCRIMINATION</b>				
Discriminatory Intent May Be Inferred From Statistical Evidence				
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
Gross Statistical Disparity May Be Prima Facie Proof of Pattern or Practice of Discrimination				
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
May Be Rebutted By Showing That Resolving a Flaw in Statistics Eliminates Disparity				
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)

Statistical Disparities Over Two or Three Standard Deviations May Indicate Discrimination

*United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare* 11 OCAHO 1227 (2014)  
Statistics May Show Employer's Justification Is Pretextual

*United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare* 11 OCAHO 1227 (2014)  
**STATUTE**

*United States v. H&H Saguaro Specialists* 10 OCAHO 1147 (2012)  
Attorney Fees

*Chand Wije v. Barton Springs/Edwards Aquifer C.D.* 5 OCAHO 785 (1995)  
*Daniel Ojeda-Ojeda v. Booth Farms, L.P.* 9 OCAHO 1121 (2006)  
*United States v. Auburn University* 4 OCAHO 646 (1994)  
*United States v. Workrite Uniform Company, Inc.* 5 OCAHO 755 (1995)  
Back Pay

*United States v. Redi-Cut Foods, Inc.* 4 OCAHO 659 (1994)  
Civil Money Penalty

*United States v. Armando Alvarez-Suarez* 4 OCAHO 655 (1994)  
*United States v. El Azteca Dunkirk, Inc.* 10 OCAHO 1172 (2013)  
*United States v. New China Buffet Restaurant* 10 OCAHO 1133 (2010)  
*United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet* 10 OCAHO 1192 (2013)  
*United States v. Red Lobster* 4 OCAHO 631 (1994)  
*United States v. Robison Fruit Ranch, Inc.* 6 OCAHO 855 (1996)  
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<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i> Defense(s)	4	OCAHO	648	(1994)
<i>United States v. Armando Alvarez-Suarez</i> Deportation	4	OCAHO	655	(1994)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i> Document Abuse	4	OCAHO	652	(1994)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i> Employers Not At Liberty to Create Own Alternative Employment Eligibility Verification Systems	5	OCAHO	748	(1995)
<i>United States v. Split Rail Fence Company, Inc.</i> Generally	11	OCAHO	1216 a	(2015)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Performance Printing Corporation</i>	5	OCAHO	779	(1995)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i> Hearing(s)	5	OCAHO	748	(1995)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i> Hire/Hiring	4	OCAHO	623	(1994)

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	661	(1994)
Jurisdiction				
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	(1995)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.</i>	6	OCAHO	850	(1996)
<i>United States v. Monfort, Inc.</i>	4	OCAHO	597	(1994)
Legislative History				
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
Overlap				
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
Overlap with Title VII				
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306 a	(2018)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
Party/Parties				

<i>United States v. Auburn University</i>	4	OCAHO	646	(1994)
Recruitment Violation				
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
Retaliation				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	(1994)
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	(1996)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
Review of Final Orders				
<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	(1994)
Single-Filing Rule				
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
Statute of Limitations				
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Statutory Interpretation				
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)

<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
Substantial Compliance				
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<b>STATUTE OF LIMITATIONS</b>				
5/10 Year Rule				
<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	4	OCAHO	710	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	5	OCAHO	726	(1995)
<i>Leonid Naginsky v. Department of Defense and EG&amp;G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
Charge				
<i>Daniel D. Tiplea v. Reynolds Electrical &amp; Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	(1991)
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO	809	(1995)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. Auburn University</i>	4	OCAHO	602	(1994)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Frank's Meat Company, a Sole Proprietorship</i>	3	OCAHO	513	(1993)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	695	(1994)

## Complaint is Timely If Filed Within Five Years of the Date a Violation First Accrues

*United States v. Leed Construction, Megan Burkholder*

11 OCAHO 1237 (2014)

*United States v. St. Croix Personnel Services, Inc.*

12 OCAHO 1289 (2016)

## Employer Sanctions Cases

*United States v. Curran Engineering Company, Inc.*

7 OCAHO 975 (1997)

*United States v. St. Croix Personnel Services, Inc.*

12 OCAHO 1289 (2016)

## Equitable Estoppel

*Roman Udala v. New York State Department of Education*

4 OCAHO 633 (1994)

## Equitable Tolling

*Bienvenido Antonio Thompson v. Prestige Towing Services*

13 OCAHO 1309 (2018)

*Ephrain Manuel Berlanga v. Butterball Company*

4 OCAHO 669 (1994)

*Galdino Casillas Garcia v. McCarron Electric Company*

5 OCAHO 747 (1995)

*Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority*

13 OCAHO 1306 (2017)

*Jack N. Toussaint v. Tekwood Data Processing Consulting*

6 OCAHO 892 (1996)

*Jose N. Hernandez v. City of Santa Ana*

4 OCAHO 674 (1994)

*Joseph E. Sabol v. Northern Michigan University*

9 OCAHO 1107 (2004)

*M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute*

12 OCAHO 1305 a (2018)

*Ramnik M. Trivedi v. Northrop Corporation and Department of Defense*

4 OCAHO 600 (1994)

*Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.*

13 OCAHO 1308 (2018)

*Roman Udala v. New York State Department of Education*

4 OCAHO 633 (1994)

*United States v. Workrite Uniform Company, Inc.*

5 OCAHO 736 (1995)

## Failure to Timely Prepare Form I-9 Violation Accrues Once Deadline for I-9 Completion Elapses

*United States v. St. Croix Personnel Services, Inc.*

12 OCAHO 1289 (2016)

Filing Deadline Begins to Run When Delivery of Determination Letter is Effectuated

*Salim J. Hajiani v. Ali Properties, LLC, Airport Shell*

10 OCAHO 1188 (2013)

For Knowing Hire Violation, Limitations Period Begins to Run on Date That Employee is Terminated

*United States v. Leed Construction, Megan Burkholder*

11 OCAHO 1237 (2014)

General Statute of Limitations

*United States v. Roberto C. Davila*

7 OCAHO 936 (1997)

*United States v. Workrite Uniform Company, Inc.*

5 OCAHO 755 (1995)

Generally

*Jose R. Lima v. New York City Department of Education*

10 OCAHO 1128 (2009)

*United States v. Charo's Corporation d/b/a Charo's Restaurant*

3 OCAHO 467 (1992)

*United States v. Felipe De Leon-Valenzuela*

8 OCAHO 1004 (1998)

*United States v. Roberto C. Davila*

7 OCAHO 936 (1997)

Last Possible Accrual Date for Knowing Hire Violations is Date That Employee is Terminated

*United States v. Leed Construction, Megan Burkholder*

11 OCAHO 1237 (2014)

Letter of Determination

*Jose R. Lima v. New York City Department of Education*

10 OCAHO 1128 (2009)

*Rosa Isela Olivares Aguirre v. KDI American Products, Inc.*

6 OCAHO 882 (1996)

*Salim J. Hajiani v. Ali Properties, LLC, Airport Shell*

10 OCAHO 1188 (2013)

*United States v. Hyatt Regency Lake Tahoe*

6 OCAHO 861 (1996)

*United States v. IBP, Inc.*

7 OCAHO 900 (1997)

*United States v. Workrite Uniform Company, Inc.*

5 OCAHO 755 (1995)

Memorandum of Understanding (MOU)

<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
Paperwork Requirement(s)/Violation(s)				
<i>United States v. Naim Ojeil &amp; Samoeil Ishk</i>	7	OCAHO	984	(1998)
Paperwork Violations for Failure to Timely Prepare a Form I-9 Cannot Be Cured				
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Statute of Limitations Is Not A Jurisdictional Bar to Consideration of a Section 1324b Claim				
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306	(2017)
Substantive Paperwork Violation Continues Until Cured or Employer's Duty to Retain I-9 Expires				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
<b>STAY OF ENFORCEMENT OF AGENCY ORDER</b>				
ALJ Considers Four Well-Established Factors in Evaluating Request for Stay of Agency's Own Order				
<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271 d	(2017)
Generally				
<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271 d	(2017)
OCAHO Has Authority to Stay Enforcement of Agency's Own Order Pending Judicial Review				
<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271 d	(2017)
<b>STAY OF PROCEEDINGS</b>				
Generally				
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	363	(1991)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)

<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center</i>	1	OCAHO	135	(1990)
<i>United States v. DAR Distributing, Inc. d/b/a DAR Cabinets</i>	1	OCAHO	60	(1989)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	973	(1997)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	373	(1991)
<i>United States v. United Pottery Manufacturing &amp; Accessories, Inc.</i>	1	OCAHO	51	(1989)
<i>United States v. United Pottery Manufacturing &amp; Accessories, Inc.</i>	1	OCAHO	57	(1989)

## SUBPOENAS

### Burden of Proof

<i>In re Investigation of Modern Maintenance, Subpoena</i>	2	OCAHO	359	(1990)
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### Compliance

<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1048	(2000)
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO	621	(1994)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	(1995)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	643	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)

### District Court Authority to Order Compliance and Find Party in Contempt

<i>In re Investigation of Creative Resource Personnel, Inc.</i>	12	OCAHO	1299	(2017)
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)

### Form I-9

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)

Generally

<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	404	(1992)
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
<i>In re Investigation of Carolina Employers Association, Subpoena</i>	3	OCAHO	455	(1992)
<i>In re Investigation of Chan's Apparel, Subpoena</i>	1	OCAHO	1	(1988)
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1048	(2000)
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1049	(2000)
<i>In re Investigation of Doctor's Hospital of Santa Ana, Subpoena</i>	1	OCAHO	194	(1990)
<i>In re Investigation of Florida Azalea Specialist, Subpoena</i>	3	OCAHO	523	(1993)
<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	428	(1992)
<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	437	(1992)
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO	621	(1994)
<i>In re Investigation of Seafarers International Union, Subpoena</i>	3	OCAHO	498	(1993)
<i>In re Investigation of South Florida Tomato &amp; Vegetable Growers Association, Subpoena</i>	1	OCAHO	237	(1990)
<i>In re Investigation of St. Christopher-Ottillie, Subpoena</i>	1	OCAHO	2	(1988)
<i>In re Investigation of St. Christopher-Ottillie, Subpoena</i>	1	OCAHO	3	(1988)
<i>In re Investigation of St. Christopher-Ottillie, Subpoena</i>	1	OCAHO	2	(1988)
<i>In re Investigation of Strano Farms, Subpoena</i>	3	OCAHO	521	(1993)
<i>In re Investigation of Taiwan Restaurant, Subpoena</i>	3	OCAHO	431	(1992)
<i>In re Investigation of Valley Crest Tree Company, Subpoena</i>	3	OCAHO	579	(1993)
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	(1995)
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
<i>James D. Westendorf v. Brown &amp; Root, Inc.</i>	3	OCAHO	405	(1992)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	813	(1995)

<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	651	(1994)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Creation &amp; Innovation</i>	3	OCAHO	527	(1993)
<i>United States v. Edith Fine</i>	1	OCAHO	89	(1989)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	302	(1991)
<i>United States v. Ideal Tortilla Factory, Inc.</i>	2	OCAHO	366	(1991)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	212	(1990)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	531	(1993)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main &amp; Bushkill Streets</i>	3	OCAHO	399	(1992)

IER is Appropriate Counsel to Apply to District Court for Enforcement of Subpoena

<i>In re Investigation of Creative Resource Personnel, Inc.</i>	12	OCAHO	1299	(2017)
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Jurisdiction

<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1055	(2000)

Motion(s) to Quash

<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1048	(2000)
<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	437	(1992)
<i>In re Investigation of Henson Aviation, Subpoena</i>	3	OCAHO	488	(1993)
<i>In re Investigation of Modern Maintenance, Subpoena</i>	2	OCAHO	359	(1990)
<i>In re Investigation of Tropicana Casino &amp; Resort, Subpoena</i>	9	OCAHO	1060	(2000)

Office of Special Counsel/Immigrant and Employee Rights Section

Denial

<i>In re Investigation of Swift &amp; Co., Subpoena</i>	9	OCAHO	1058	(2000)
Petition to Revoke or Modify				
<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1055	(2000)
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
Attorney-Client Privilege				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
Refusal to Comply				
<i>In re Investigation of Creative Resource Personnel, Inc.</i>	12	OCAHO	1299	(2017)
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
Relevance				
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1055	(2000)
Relevance of Information Sought				
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
Required Criteria for Enforcement				
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
<b>SUBSTANTIAL COMPLIANCE</b>				
Copying and Attaching Documents Without Properly Completing I-9 Isn't Substantial Compliance				
<i>United States v. Super 8 Motel &amp; Vilella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Creation of False Section 2 Attestations Is Substantive Violation				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)

## Generally

<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	886	(1996)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)

## Paperwork Requirement(s)/Violation(s)

<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO	1154	(2012)
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	977	(1997)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)

## SUBSTANTIVE VS. TECHNICAL/PROCEDURAL PAPERWORK VIOLATIONS

### Creation of False Section 2 Attestations Is Substantive Violation

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
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### Failure to Complete or Sign Form I-9 Section 2 Employer Verification Constitutes Substantive Violation

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)

<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
Failure to Ensure Employee Checks Box Attesting to Immigration Status is Serious Violation				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
Failure to Ensure Employee Signs Section 1 of Form I-9 Is A Substantive Violation				
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
Failure to Ensure That Employee Provides Alien or Admission Number Is Substantive Violation				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
Failure to Enter Printed Name of Individual Who Signs Section 2 Is Substantive Violation				
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
Failure to Print Employer Representative's Name in Section 2 May Be Substantive Violation				
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
Failure to Provide Issuing Authority for Form I-9 List B Document Is Substantive Violation				
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
Failure to Timely Prepare I-9 is Substantive - Not Technical or Procedural - Violation				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
Government Not Required to Provide Notice and Correction Period for Substantive Violations				
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
Notice and Correction Period Required for Technical/Procedural Failures Before Imposing Penalty				

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
Omitting Document Number/Expiration Date May Be Technical/Procedural If Document Copy Attached				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
<b>SUMMARY DECISION</b>				
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
<i>Raul A. Gonzalez v. Tri-Component Products, Inc.</i>	9	OCAHO	1118	(2005)
<i>Seidou Diarrassouba v. Medallion Financial Corporation</i>	9	OCAHO	1076	(2001)
Abandonment				
<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	(1994)
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	616	(1994)
<i>United States v. Private Brands Company and Private Brand, Inc.</i>	7	OCAHO	941	(1997)
Admission(s)				
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	4	OCAHO	718	(1994)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	742	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Maria Sourovova</i>	7	OCAHO	987	(1998)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO	805	(1995)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
Affidavit(s)				

<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>United States v. 1010 Morris Avenue Food Corporation</i>	6	OCAHO	885	(1996)
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	(1999)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
Hearsay				
<i>Martha Diaz v. Pacific Maritime Association</i>	9	OCAHO	1108	(2004)
ALJ May Consider Admissions on File for the Basis of Summary Decision				
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
ALJ Must Accept As True Unrebutted Facts Established By Documentary Evidence or Affidavit				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
ALJ Must Draw Reasonable Inferences In Favor of Nonmoving Party				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
All Facts and Reasonable Inferences Viewed In Light Most Favorable to Nonmoving Party				
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306 a	(2018)
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

Appropriate Where Party is Entitled and Shows No Genuine Issue of Material Fact

<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

Blanket Denial of Liability Not Sufficient to Show That Genuine Issues of Material Fact Exist

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)

Civil Money Penalty

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Private Brands Company and Private Brand, Inc.</i>	7	OCAHO	941	(1997)
<i>United States v. Walden Station, Inc.</i>	8	OCAHO	1053	(2000)

Completion of False Certification on Form I-9 Does Not Constitute Substantial Compliance

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Conclusory and Unsupported Allegations Do Not Provide an Adequate Basis for Summary Decision				
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
Conversion from Motion to Dismiss				
<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO	1176	(2013)
<i>United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.</i>	12	OCAHO	1291	(2016)
Discovery				
<i>Chand Wije v. Barton Springs/Edwards Aquifier C.D.</i>	4	OCAHO	635	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>United States v. IBP, Inc.</i>	7	OCAHO	900	(1997)
Documentary Evidence				
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
Documentary Evidence Together With Proposed Stipulations May Be Sufficient to Establish Liability				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Evidence				
<i>Chand Wije v. Barton Springs/Edwards Aquifier C.D.</i>	4	OCAHO	635	(1994)
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)

<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1024	(1999)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. H&amp;H Saguaro Specialists</i>	10	OCAHO	1144	(2012)
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	(1999)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	676	(1994)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)
<i>United States v. Walden Station, Inc.</i>	8	OCAHO	1053	(2000)
Direct Evidence				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
Generally				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
Sufficiency				
<i>United States v. Siwan &amp; Brothers, Inc. d/b/a Subway #37616</i>	10	OCAHO	1178	(2013)
<i>United States v. Siwan &amp; Sons, Inc. d/b/a Subway #35029 and Subway #23095</i>	10	OCAHO	1179	(2013)
Filing of Cross Motions Does Not Require Summary Decision Be Issued in Favor of Either Party				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
Generally				
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Albert Gimein v. Department of Defense &amp; Grumman Aerospace Corporation</i>	3	OCAHO	503	(1993)
<i>Amadeo Gonzalez v. Phoenix Motor Company</i>	3	OCAHO	410	(1992)
<i>Ashwani Goel v. Indotronix International Corporation</i>	9	OCAHO	1102	(2003)

<i>Bassey J. Udofot v. 88 Vapor Technologies</i>	3	OCAHO	506	(1993)
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	528	(1993)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Gabriel Niyi Adepitan v. United States Postal Service</i>	3	OCAHO	416	(1991)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Hector Cascante v. Kayak Club</i>	1	OCAHO	199	(1990)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	255	(1990)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO	430	(1992)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	418	(1992)
<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO	1134	(2010)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)

<i>Omar Egal v. Sears Roebuck &amp; Company</i>	3	OCAHO	442	(1992)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	(1992)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. A &amp; B Carpet Steam Cleaning &amp; General Services, Corporation</i>	1	OCAHO	219	(1990)
<i>United States v. Aegis Fashion, Inc.</i>	1	OCAHO	239	(1990)
<i>United States v. Aid Maintenance Company, Inc.</i>	6	OCAHO	893	(1996)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1	OCAHO	296	(1991)
<i>United States v. American McNair, Inc.</i>	1	OCAHO	167	(1990)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	4	OCAHO	718	(1994)
<i>United States v. A-Plus Roofing, Inc.</i>	1	OCAHO	209	(1990)
<i>United States v. Armando Palacio d/b/a La Bahia Restaurant</i>	1	OCAHO	230	(1990)
<i>United States v. Basim Aziz Hanna d/b/a Ferris &amp; Ferris Pizza</i>	1	OCAHO	133	(1990)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Camidor Properties, Inc.</i>	1	OCAHO	299	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	305	(1991)
<i>United States v. Chesters Restaurants, Inc. d/b/a La Cabana Restaurant</i>	1	OCAHO	113	(1989)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO	109	(1989)

<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center</i>	1	OCAHO	135	(1990)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Culinary Artistry, Inc. d/b/a Footer's Catering</i>	1	OCAHO	217	(1990)
<i>United States v. Cyrus Kiani d/b/a Copies, Etc.</i>	1	OCAHO	165	(1990)
<i>United States v. De Luca's Market</i>	8	OCAHO	1039	(1999)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Doug Eier d/b/a Blue Mountain Recreation and Cyclery</i>	1	OCAHO	256	(1990)
<i>United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services</i>	2	OCAHO	342	(1991)
<i>United States v. Ed Valencia &amp; Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. El Dorado Furniture Manufacturing, Inc. d/b/a El Dorado Furniture Manufacturer, Inc.</i>	3	OCAHO	417	(1992)
<i>United States v. Elder Jerez d/b/a Green Scaping</i>	3	OCAHO	420	(1992)
<i>United States v. Elsinore Manufacturing, Inc.</i>	1	OCAHO	13	(1988)
<i>United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant</i>	2	OCAHO	360	(1991)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO	993	(1998)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Halshan, Inc. d/b/a California Pacific</i>	1	OCAHO	278	(1990)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	335	(1991)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	914	(1997)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	298	(1991)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B &amp; F Golf Services, Inc.</i>	6	OCAHO	851	(1996)
<i>United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant</i>	1	OCAHO	287	(1991)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)

<i>United States v. Juan V. Acevedo</i>	1	OCAHO	95	(1989)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	914	(1997)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Kumar</i>	6	OCAHO	833	(1996)
<i>United States v. L&amp;M Tire Company, Inc.</i>	1	OCAHO	134	(1990)
<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO	712	(1994)
<i>United States v. Lambok Sihombing</i>	7	OCAHO	944	(1997)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	122	(1990)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	863	(1996)
<i>United States v. Louis Padnos Iron &amp; Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<i>United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant</i>	3	OCAHO	544	(1993)
<i>United States v. Manca Imports, Inc.</i>	1	OCAHO	267	(1990)
<i>United States v. Manos &amp; Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Maria Esther Lemus d/b/a Rancho Lemus</i>	3	OCAHO	421	(1992)
<i>United States v. Maria Sourovova</i>	7	OCAHO	987	(1998)
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
<i>United States v. Neighbors of Hawaii d/b/a Tower of Power</i>	1	OCAHO	262	(1990)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Noel Plastering &amp; Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Patrol &amp; Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	541	(1993)

<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	373	(1991)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
<i>United States v. Rosario Cuevas d/b/a El Pollo Real</i>	1	OCAHO	273	(1990)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	1	OCAHO	232	(1990)
<i>United States v. Sea Pine Inn, Inc. t/a Sea Pine Inn</i>	1	OCAHO	87	(1989)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	245	(1990)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	(1991)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Tom &amp; Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
<i>United States v. Valencia Bar &amp; Liquors, Inc.</i>	7	OCAHO	995	(1998)
<i>United States v. Weldco, Inc. and Weldco Components, Inc. d/b/a Weldco Products</i>	3	OCAHO	483	(1993)
<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO	56	(1989)
<i>United States v. William and Maria Sievert</i>	1	OCAHO	294	(1991)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)
<i>Zelleka Getahun v. DuPont Merck Pharmaceutical Company</i>	8	OCAHO	1029	(1999)

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<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
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<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
Issue Is Material If It Might Affect the Outcome of the Case and Must Inevitably Be Decided				
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)
Issue of Fact Is Genuine Only If It Has A Real Basis in the Record				
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
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<i>Leonor Garcia v. Tia Maria's Cantina &amp; Mexican Restaurante</i>	7	OCAHO	970	(1997)
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<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO	993	(1998)
<i>United States v. Haim Co., Inc.</i>	7	OCAHO	988	(1998)
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<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B &amp; F Golf Services, Inc.</i>	6	OCAHO	851	(1996)

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<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
Motion for Summary Decision Treated As Motion to Dismiss				
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
Motion to Dismiss Treated As Motion for Summary Decision Where Evidence Outside Pleadings is Considered				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
Movant Bears Initial Burden to Demonstrate Absence of Genuine Issue of Material Fact				
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Moving Party Who Bears Burden of Proof At Trial Must Present Sufficient Evidence to Support				
<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
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<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
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<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
Parties Generally Not Put to Burden or Expense of Hearing Absent Genuine, Material Factual Issue				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Party Moving for Summary Decision Must Show There Is No Genuine Issue of Material Fact				
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
Party Opposed Must Provide Specific Facts Showing Genuine Issue of Material Fact for Hearing				
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
Party Opposed to Summary Decision May Not Rest on Mere Allegations or Denials in Pleading				

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Muniz Concrete &amp; Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

#### Standard

<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO	1176	(2013)
<i>Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.</i>	8	OCAHO	1005	(1998)
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Robert S. Mathews v. Goodyear Tire &amp; Rubber Company</i>	7	OCAHO	929	(1997)
<i>Russell M. Hamilton v. The Recorder</i>	7	OCAHO	968	(1997)
<i>United States v. Budiman Napitupulu</i>	7	OCAHO	96	(1997)
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	(1999)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Spring &amp; Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)

#### Summary Decision Appropriate Where Party is Entitled and Shows No Genuine Issue of Material Fact

<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306 a	(2018)
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.</i>	12	OCAHO	1291	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)

#### Summary Decision Does Not Issue Automatically Even If Nonmoving Party Fails to Respond to Motion

<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

#### Unsworn Factual Allegations Cannot Create Genuine Issue of Material Fact

<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
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#### TAX PROTESTER

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<i>Gaylon D. Shepherd v. Sturm, Ruger &amp; Company, Inc.</i>	7	OCAHO	990	(1998)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	7	OCAHO	969	(1997)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	966	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	963	(1997)
<i>Russell M. Hamilton v. The Recorder</i>	7	OCAHO	978	(1997)

## Discrimination

<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses &amp; Inspection</i>	7	OCAHO	925	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)

## Dismissal

<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	7	OCAHO	969	(1997)

## Document Abuse

<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	6	OCAHO	923	(1997)

## Failure to State a Claim

<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Russell M. Hamilton v. The Recorder</i>	7	OCAHO	968	(1997)
<i>Susan K. Horst v. Juneau School District City and Borough of Juneau</i>	7	OCAHO	957	(1997)

## Jurisdiction

<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>D'Amico v. Erie Community College</i>	7	OCAHO	948	(1997)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Lee v. AT&amp;T</i>	7	OCAHO	924	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Werline v. Public Service Electric &amp; Gas Company</i>	7	OCAHO	935	(1997)

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<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)

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<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)
<i>United States v. Frank's Meat Company, a Sole Proprietorship</i>	3	OCAHO	513	(1993)

## TIME COMPUTATIONS

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<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
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<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	348	(1991)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	(1991)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO	809	(1995)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	7	OCAHO	991	(1998)
<i>United States v. Auburn University</i>	4	OCAHO	602	(1994)
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<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
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<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	695	(1994)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
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<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1028	(1999)
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<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
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<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
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<i>Ephrain Manuel Berlanga v. Butterball Company</i>	4	OCAHO	669	(1994)

<i>Galdino Casillas Garcia v. McCarron Electric Company</i>	5	OCAHO	747	(1995)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	7	OCAHO	991	(1998)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
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<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	(2018)
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
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<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)

<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	365	(1991)
<i>United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall</i>	2	OCAHO	353	(1991)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	181	(1990)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	2	OCAHO	389	(1991)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	96	(1989)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	785	(1989)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	303	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	312	(1991)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	182	(1990)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	2	OCAHO	400	(1989)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	378	(1991)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
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<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
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### Admission(s)

<i>United States v. Tempo Plastic Company, Inc.</i>	8	OCAHO	1010	(1998)
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### Attorney(s)

<i>United States v. ABC Roofing &amp; Waterproofing, Inc.</i>	2	OCAHO	397	(1991)
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<i>Alberto Izquierdo v. Victoria Nursing &amp; Rehabilitation Center</i>	10	OCAHO	1131	(2009)
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