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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>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 & 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>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)
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<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 & 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)

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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)

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

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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 & 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. 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 & 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 & 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)
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<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)
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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 & 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 & D Masonry</i>	10	OCAHO	1215	(2014)
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<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. ABC Roofing & 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 & 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)
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Dolly Boman Irani</i>	6	OCAHO	860	(1996)
<i>United States v. Four Star Knitting, Inc.</i>	5	OCAHO	815	(1995)
<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. Kanon Associated Services, Inc.</i>	5	OCAHO	800	(1995)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
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<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO	505	(1993)

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<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
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<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	552	(1993)
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<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)
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<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)

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<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)

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

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

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9 OCAHO 1096 (2003)

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9 OCAHO 1096 (2003)

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9 OCAHO 1096 (2003)

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7 OCAHO 960 (1997)

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4 OCAHO 647 (1994)

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4 OCAHO 665 (1994)

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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)

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12 OCAHO 1272 (2016)

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12 OCAHO 1273 (2016)

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<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	(2015)
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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	1273	(2016)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	(2015)
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<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)
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<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
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<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)
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<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)
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<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)
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<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 & 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 & Company, Inc.</i>	7	OCAHO	990	(1998)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
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<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO	566	(1993)
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<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)
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<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 & Gas Company</i>	7	OCAHO	955	(1997)
Nonprevailing Party's Pro Se Status and Ability to Recognize Merit of Claim May Be Considered				
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<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)
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<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

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10 OCAHO 1202 (2013)

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

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11 OCAHO 1225 (2014)

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

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11 OCAHO 1254 a (2015)

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11 OCAHO 1225 (2014)

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12 OCAHO 1287 (2016)

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5 OCAHO 785 (1995)

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3 OCAHO 566 (1993)

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6 OCAHO 873 (1996)

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4 OCAHO 600 (1994)

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10 OCAHO 1202 (2013)

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5 OCAHO 761 (1995)

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7 OCAHO 959 (1997)

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7 OCAHO 969 (1997)

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<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)
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<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	568	(1993)
<i>Errol Williams v. Lucas & 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)
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<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
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<i>Jose Jasso v. Danbury Hilton & 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)
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<i>Omar Egal v. Sears Roebuck & Company</i>	3	OCAHO	442	(1992)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)
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<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)

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<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	(2019)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285 a	(2018)

Attorney-Client Privilege Does Not Protect Facts and Should Be Narrowly Construed

<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	(2019)
Attorney-Client Privilege Protects Substance of Communications, Not Mere Fact of Communications				
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
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Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1104 (2004)

Howard Eugene McNier v. San Francisco State University College of Business 8 OCAHO 1034 (1999)

Jaime Banuelos v. Transportation Leasing Company 1 OCAHO 156 (1990)

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AUTHORITY

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	<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Regulatory	<i>United States v. Swift & Co.</i>	9	OCAHO	1073	(2001)
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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. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
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	<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
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<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)
BANKRUPTCY				
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&C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Defense(s)				
<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)
Generally				
<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 & Accessories, Inc.</i>	1	OCAHO	51	(1989)
<i>United States v. United Pottery Manufacturing & 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)
BURDEN OF PROOF				
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 Employee</i>	12	OCAHO	1271 b	(2016)
<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&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)
Generally				
<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 & 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&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)
Stipulations				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
Government				
<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)
Government Bears Burden of Proving Penalty and Aggravating Factors by Preponderance of Evidence				

<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 & 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 & 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)
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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 & 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)
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<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 & 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)

Retaliation

<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)
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CEASE AND DESIST

Generally

<i>United States v. Chuy's Paint & 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)
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Paperwork Requirement(s)/Violation(s)

<i>United States v. Chuy's Paint & 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)

CERTIFICATION

Form I-9

<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)

Generally

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	829	(1995)
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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)

CHIEF ADMINISTRATIVE HEARING OFFICER

Affirmation(s)

<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	772	(1995)
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<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 & Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. ABC Roofing & 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 & 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)
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 Iyawe</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 & 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 & 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 & Brothers, Inc. d/b/a Subway #37616</i>	10	OCAHO	1178	(2013)
<i>United States v. Siwan & 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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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)
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
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 & 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 & 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&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)
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
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 & 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 & 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. Giambli's 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 & 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 & Stucco, Inc.</i>	2	OCAHO	319	(1991)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering & 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 & 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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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&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 Masporo</i>	4	OCAHO	717	(1994)
<i>United States v. Danny Mathis d/b/a Mathis Masporo</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 & 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)
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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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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 & 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 & Vilella 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. Giamblis 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)
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 & 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 & 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. Giambli 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&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 & 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 & 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 & 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 & 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 & 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 & Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering & 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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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)
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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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 & 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 & 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				
<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)
Reasonable				
<i>United States v. Silverado Stages, Inc.</i>	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)

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

United States v. Horno MSJ, Ltd., Company 11 OCAHO 1247 (2015)

United States v. Ideal Transportation Co., Inc. 12 OCAHO 1290 (2016)

United States v. International Packaging, Inc. 12 OCAHO 1275 (2016)

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga 12 OCAHO 1286 (2016)

United States v. Mott Thoroughbred Stables, Inc. 11 OCAHO 1233 (2014)

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

United States v. Niche, Inc. 11 OCAHO 1250 (2015)

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & Blue Steak & 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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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 & 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 & 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				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
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)

<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(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. 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. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Muniz Concrete & 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)

CLASS ACTION

Generally

<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. Birsno Briceno-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)

COLLATERAL ESTOPPEL

<i>Seidou Diarrassouba v. Medallion Financial Corporation</i>	9	OCAHO	1076	(2001)
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Collateral Estoppel is Inapplicable to Issues Not Adjudicated on Merits

<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
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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)
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Effect of Prior Guilty Plea

<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
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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)
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<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
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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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<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
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COMPLAINT

Amended

<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
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<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
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<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 & Samoeil Ishk</i>	7	OCAHO	984	(1998)

CONSTITUTIONAL LAW

Affirmative Defense(s)

United States v. David Jenkins

4 OCAHO 649 (1994)

Attorney Fees

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

4 OCAHO 600 (1994)

Attorney-Client Privilege

Krzysztof Zarazinski v. Anglo Fabrics, Company

4 OCAHO 643 (1994)

Civil Penalties

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

4 OCAHO 637 (1994)

Discovery

Terrence McCaffrey v. LSI Logic Corporation

6 OCAHO 883 (1996)

Disparate Treatment

Krzysztof Zarazinski v. Anglo Fabrics, Company

4 OCAHO 638 (1994)

Mr. Doron Tal v. M. L. Energia, Inc.

4 OCAHO 705 (1994)

Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division

4 OCAHO 660 (1994)

Double Jeopardy

United States v. Alberto Noriega-Perez

6 OCAHO 859 (1996)

United States v. Pedro Dominguez

6 OCAHO 876 (1996)

Due Process

Ahmad S. Elhajomar v. City and County of Honolulu

1 OCAHO 246 (1990)

Irma Leticia Sosa v. United States Postal Service

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)
Eighth Amendment				
<i>United States v. Pedro Dominguez</i>	6	OCAHO	878	(1996)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
Eleventh Amendment				
<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-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	(1999)
<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO	1057	(2000)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & 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)
Exclusionary Rule				
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
Fifth Amendment				

<i>United States v. David Jenkins</i>	4	OCAHO	649	(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)
Fourth Amendment				
<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)
Search and Seizure				
<i>United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.</i>	6	OCAHO	845	(1996)
Generally				
<i>James D. Westendorf v. Brown & 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 & 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 & 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 & Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets</i>	3	OCAHO	399	(1992)
Jury Trial				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	623	(1994)
Miranda-type Warnings				
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
Notification				
<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)
Penalties				
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
Privacy				
<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				
<i>United States v. M & D Masonry</i>	10	OCAHO	1215	(2014)
Right to Counsel				
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
At Government Expense				

<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
Search and Seizure				

<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
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<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
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<i>United States v. Kuo Liu</i>	1	OCAHO	235	(1990)
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<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	463	(1992)
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Sixth Amendment

<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
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<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
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<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
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CONSTRUCTIVE KNOWLEDGE

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)
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<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)
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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)
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Employer Not Entitled to Cultivate Deliberate Ignorance or Avoid Acquiring Knowledge

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
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<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	(2016)
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<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
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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 & 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)
CONTINUING EMPLOYMENT				
Interruptions and Absences				
<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)
CONTINUING TO EMPLOY UNAUTHORIZED WORKERS				
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)
CONTINUING VIOLATION(S)				
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)
Generally				
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
CORPORATE VEIL				
Generally				

<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 Liability</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)

COUNTERCLAIMS

Generally

<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
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<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	246	(1988)
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DAMAGES

Generally

<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	486	(1993)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)

DEFAULT

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&C Staffing, LLC</i>	11	OCAHO	1265	(2015)
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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&C Staffing, LLC</i>	11	OCAHO	1265	(2015)
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Burden Is On The Defaulting Party to Show That Relief Should Be Granted

<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. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	(2015)
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Default for Failure to File an Answer Must Be Excused Before Party is Permitted to Answer

<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. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	(2015)
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Party That Fails to Timely Answer a Complaint is in Default

<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. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	(2015)
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DEFAULT JUDGMENT(S)

Answer

<i>United States v. A & A Maintenance Enterprise, Inc.</i>	6	OCAHO	852	(1996)
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<i>United States v. Abel Galvez-Malgarejo</i>	4	OCAHO	684	(1994)
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<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO	787	(1995)
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<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
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<i>United States v. Chuy's Paint & 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 & 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)
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&C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Dismissal				
<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)
Equitable Tolling				
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
Failure to File a Timely Answer May Result in Entry of Default Judgment				
<i>M.S v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305	(2017)
Final Order of Dismissal Based on Abandonment Analogous to Entry of Default Judgment				
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
Generally				

<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 & Company d/b/a Deloitte & 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 & 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 & 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 & 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 & 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 & 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. Zoeb 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 & Gas Company</i>	7	OCAHO	935	(1997)

Judgments By Default Are Generally Disfavored

<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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Persons Protected

<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
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Pro Se

<i>United States v. Alliance Construction, Inc.</i>	7	OCAHO	983	(1998)
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Relief From Final Order of Dismissal May Be Granted If Party Is Blameless for the Default

<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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Setting Aside Order

<i>Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie</i>	8	OCAHO	1007	(1998)
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<i>United States v. Monica Zapata-Cosio</i>	4	OCAHO	685	(1994)
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Meritorious Defense(s)

<i>Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie</i>	8	OCAHO	1007	(1998)
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Prejudice

<i>Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie</i>	8	OCAHO	1007	(1998)
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Statute of Limitations

<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
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DEFENSE(S)

Acting Lawfully Under a Law

<i>Ahmad S. Elhajomar v. City and County of Honolulu</i>	1	OCAHO	246	(1990)
<i>Audrey Murtano v. C. R. England, Inc.</i>	9	OCAHO	1116	(2005)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)

Acting Lawfully Under a Regulation

<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<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>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)

Affirmation(s)

<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
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Affirmative Defense(s)

<i>Albert Gimein v. Department of Defense & Grumman Aerospace Corporation</i>	3	OCAHO	503	(1993)
<i>Audrey Murtano v. C. R. England, Inc.</i>	9	OCAHO	1116	(2005)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)
<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle</i>	3	OCAHO	550	(1993)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. A & A Maintenance Enterprise, Inc.</i>	6	OCAHO	852	(1996)
<i>United States v. Aid Maintenance Company, Inc.</i>	6	OCAHO	893	(1996)
<i>United States v. Alberta Sosa, Inc.</i>	4	OCAHO	720	(1994)
<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)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	2	OCAHO	352	(1991)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(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. 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)
<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. David Segura-Sataray</i>	4	OCAHO	703	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Dolly Boman Irani</i>	6	OCAHO	860	(1996)
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. Ed Valencia & 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)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	(2001)

<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	899	(1996)
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Gregorio Alabada Makilan</i>	4	OCAHO	610	(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	333	(1991)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	338	(1991)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<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. 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 & Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO	309	(1991)
<i>United States v. MAC Specialties Ltd.</i>	6	OCAHO	920	(1997)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<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. Mourad Abu Remileh</i>	4	OCAHO	706	(1994)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)

<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 & Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	3	OCAHO	427	(1992)
<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. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
<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. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(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. Scotto Brothers Woodbury Restaurant d/b/a Fox Hollow Inn</i>	3	OCAHO	584	(1993)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<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. The Grower's Company, Inc. d/b/a Harvest Management, Inc.</i>	2	OCAHO	346	(1991)
<i>United States v. Thomas R. Heisler, Individually and d/b/a The Playground Bar</i>	1	OCAHO	150	(1990)
<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. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & 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)
<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)

After-Acquired Information

<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
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Citizen v. Non-Citizen Only Where Equally Qualified

<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Civil Money Penalty				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank & Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
Collateral Estoppel				
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
Compliance with Employer Sanctions				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<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)
Constitutional Rights				
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Spring & Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
Contractor				
<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)
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)

Contractor Determination Not Based Solely on Employer Classification

Victor B. Palma v. Alufase USA, LLC

10 OCAHO 1213 (2014)

Contractor/Employee Determination Based on Factual Inquiries

Victor B. Palma v. Alufase USA, LLC

10 OCAHO 1213 (2014)

Corporate Liability

United States v. ABC Roofing & Waterproofing, Inc.

2 OCAHO 397 (1991)

United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.

3 OCAHO 409 (1992)

Corporation(s)

Programmer's Guild, Inc. v. Value Consulting, Inc.

10 OCAHO 1135 (2010)

United States v. Burns and Intra-Continental Enterprises

5 OCAHO 759 (1995)

United States v. Robert Marnul d/b/a Lamont Street Grill

3 OCAHO 441 (1992)

United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben

1 OCAHO 138 (1990)

United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.

3 OCAHO 409 (1992)

Detrimental Reliance

United States v. Irvin Industries, Inc.

1 OCAHO 139 (1990)

United States v. Sunshine Building Maintenance, Inc.

7 OCAHO 997 (1998)

Double Jeopardy

United States v. Alberto Noriega-Perez

6 OCAHO 859 (1996)

United States v. Armando Alvarez-Suarez

4 OCAHO 655 (1994)

United States v. Pedro Dominguez

6 OCAHO 876 (1996)

Due Process

United States v. Armando Alvarez-Suarez

4 OCAHO 655 (1994)

<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
Eighth Amendment				
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
Eleventh Amendment				
<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO	1304	(2017)
<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&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)
Entrapment				
<i>United States v. Earl & Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO	687	(1994)
<i>United States v. Irvin Industries, Inc.</i>	1	OCAHO	139	(1990)
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
Entrapment Defense Only Applies in Criminal - Not Civil - Proceedings				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Equitable Tolling				
<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	(2003)
<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)
Estoppel				

<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>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	899	(1996)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Louis Padnos Iron & Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<i>United States v. Scotto Brothers Woodbury Restaurant d/b/a Fox Hollow Inn</i>	3	OCAHO	584	(1993)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
Affirmative Misconduct				
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
Generally				
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Ralph Sanchez, Labor Contractor</i>	1	OCAHO	58	(1989)
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO	98	(1989)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
Excessive Fines				
<i>United States v. Pedro Dominguez</i>	6	OCAHO	878	(1996)
Exclusionary Rule				
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
Family Relationship				

<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
Fifth Amendment				
<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. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
Generally				
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)
Fourth Amendment				
<i>United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.</i>	6	OCAHO	845	(1996)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(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)
Generally				
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. A & A Maintenance Enterprise, Inc.</i>	6	OCAHO	852	(1996)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. David Segura-Sataray</i>	4	OCAHO	703	(1994)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)

<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. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services</i>	3	OCAHO	478	(1992)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	463	(1992)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
<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. R&M Fashion, Inc.</i>	6	OCAHO	826	(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. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
Good Faith Compliance				
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
Good Faith Defense				
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Basim Aziz Hanna d/b/a Ferris & 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. 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. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO	453	(1992)
<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. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	5	OCAHO	752	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(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. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. Ed Valencia & 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 & Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Noel Plastering & 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 & 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)
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<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)
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<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
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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 & 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)
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<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)
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<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)
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<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)
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<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. 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)
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<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)
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<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1	OCAHO	296	(1991)
<i>United States v. Earl & Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO	687	(1994)
<i>United States v. Law Offices of Manulkin, Glaser & 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)
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<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)
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<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&M University</i>	9	OCAHO	1057	(2000)
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<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)
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<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
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<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. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
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<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 & 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 & 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 & 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>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)

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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>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
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Party May Not Seek Discovery Through Administrative Review When It Had Ample Time for Discovery in Prehearing Process				
<i>United States v. M & D Masonry</i>	10	OCAHO	1215	(2014)
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<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
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<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>James D. Westendorf v. Brown & Root, Inc.</i>	3	OCAHO	405	(1992)
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<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)
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<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	(1996)
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<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
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<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
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<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)
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<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)
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<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
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<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	(2018)
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<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)
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<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
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<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)
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<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	549	(1993)
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
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<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
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<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	419	(1992)
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<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 & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
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<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)
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<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)
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<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
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<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
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<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
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<i>Juan Antonio Martinez v. Ray's Bar-B-Que</i>	9	OCAHO	1120	(2005)
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<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
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<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
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<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
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<i>United States v. Swift & Co.</i>	9	OCAHO	1068	(2001)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
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<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Jenliih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
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<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	(2018)
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<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>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	(2019)
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO	773	(1995)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<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)
Malice Or Ill Will Is Not Required to Establish Discrimination				
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
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<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & 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)
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<i>Albert Gimein v. Department of Defense & 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 & 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&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)
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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)
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<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&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 & 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 & 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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Under Section 1324b Disparate Treatment Must Be Shown

<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)
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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 & 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)

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<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 & McDavid</i>	12	OCAHO	1287	(2016)
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & 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&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)
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After-Acquired Information

<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
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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&T</i>	7	OCAHO	924	(1997)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
Collateral Estoppel				
<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&C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Dismissal With Prejudice Bars Any Further Proceedings Based on Identical Facts				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
Dismissal With Prejudice Has Both Res Judicata and Collateral Estoppel Consequences				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
Dismissal With Prejudice is the Equivalent of a Decision on the Merits				

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
<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. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
<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 & McDavid</i>	12	OCAHO	1287	(2016)
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & 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&C Staffing, LLC</i>	11	OCAHO	1265	(2015)
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<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	419	(1992)
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<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)
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<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
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<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
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<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
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<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)

<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
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<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)
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<i>Jimmy-Jack Jackai v. Frito-Lay, Inc. and North Texas State University Career Planning and Placement Service</i>	1	OCAHO	188	(1990)
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<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)
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<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)
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<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)
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<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
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<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)
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<i>United States v. Visit USA Bureau - San Francisco, Inc.</i>	1	OCAHO	155	(1990)
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<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)
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<i>United States v. IBP, Inc.</i>	5	OCAHO	766	(1995)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)
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<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1054	(2000)
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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. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Swift & Co.</i>	9	OCAHO	1068	(2001)
<i>Werline v. Public Service Electric & 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&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 & 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 & 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 & Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
<i>United States v. Swift & 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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Generally

<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 & 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 & Co.</i>	9	OCAHO	1068	(2001)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
Illegal Immigration Reform and Immigrant Responsibility Act of 1996				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
Intent Requirement				
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
Intent to Discriminate				
<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)
Jurisdiction				
<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&T</i>	7	OCAHO	924	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & 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)
National Origin				

<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)
Persons Protected				
<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)
Prima Facie Case				
<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 & 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&T</i>	7	OCAHO	924	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & 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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Deportation

<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 Iyawo</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)

Knowledge

<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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Knowledge

<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)

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

<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.</i>	6	OCAHO	845	(1996)
<i>United States v. Chums Corporation</i>	6	OCAHO	842	(1996)
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	839	(1996)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)
<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)

Privilege Claim

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

DOUBLE JEOPARDY

Defense(s)

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

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

Penalties

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

Employee

Employer(s)	<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
	<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. 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)
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	<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. David Jenkins</i>	5	OCAHO	743	(1995)
	<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
	<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO	826	(1995)
Employers Do Not Have to Complete I-9s for Employees Hired Prior to the Effective Date of IRCA					
	<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
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	<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	886	(1996)
	<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. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
Generally					
	<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
	<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)

EDUCATION

Generally

United States v. Bayley's Quality Seafoods, Inc.

1 OCAHO 238 (1990)

Mitigation

United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations

4 OCAHO 625 (1994)

EIGHTH AMENDMENT

Civil Money Penalty

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 (2015)

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

4 OCAHO 637 (1994)

Defense(s)

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4 OCAHO 637 (1994)

ELECTRONIC EMPLOYMENT ELIGIBILITY VERIFICATION

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)

Final Nonconfirmation

<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	(2019)
Participation in E-Verify Doesn't Exempt Employer From Completing, Retaining and Producing I-9s				
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<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)
Tentative Nonconfirmation				
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	(2019)
EMPLOYEES				
Defined As Persons Who Provide Services or Labor for Wages or Other Remuneration				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Definition				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228	(2014)
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	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)
Function of Individual Within Entity is Determinative of Employee Status				
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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. Intelli Transport Services, Inc.

13 OCAHO 1319 (2019)

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)

<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO	1208	(2014)
Three Level Inquiry to Determinine Whether Individual Is An Independent Contractor Or An Employee				
<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
Work Authorization				
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	6	OCAHO	880	(1996)
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Burden of Proof				
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
Compliance with Employer Sanctions				
<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. Walden Station, Inc.</i>	8	OCAHO	1053	(2000)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)
Continuing Violation(s)				
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	348	(1991)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<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. Mesa Airlines</i>	1	OCAHO	74	(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	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)

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<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 & Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)

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<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)
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<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)
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<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)
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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. 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)
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<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 & 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 & 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)
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<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & 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)
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<i>United States v. Aid Maintenance Company, Inc.</i>	7	OCAHO	951	(1997)
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<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)
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<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)
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<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
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<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
Retaliation				
<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>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>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>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>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>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	562	(1993)
<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>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. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
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<i>United States v. Haim Co., Inc.</i>	7	OCAHO	988	(1998)

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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1100	(2003)
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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&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)
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<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO	826	(1995)
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<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)
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<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)
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<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 & 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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<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 & 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 & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
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<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO	1134	(2010)
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<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				
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<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
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<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)
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<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 & 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. Giambli 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 & 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 & 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 & 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 & 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 & Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering & 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 & 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 Kurzon, 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)
Generally				
<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)

EQUAL ACCESS TO JUSTICE ACT

Generally				
<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 & Waterproofing, Inc.</i>	2	OCAHO	382	(1991)
<i>United States v. ABC Roofing & 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)
Reasonableness Standard				
<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
Substantial Justification				
<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
EQUITABLE TOLLING				
180-Day Period				
<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>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>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	695	(1994)
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&G Dynatrend</i>	5	OCAHO	726	(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)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
Available in Extraordinary Circumstances Beyond Party's Control That Prevented Timely Filing				

<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&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

In Re Investigation of: NHS Human Services 10 OCAHO 1198 (2013)
Discrimination Actionable Only If OSC/IER Charge Filed Within 180 Days of Alleged Act

Oswalde Woode v. Central Regional Hospital NCDHHS Agency 11 OCAHO 1235 (2014)
Equitable Estoppel

Ashwani Goel v. Indotronix International Corporation 9 OCAHO 1102 (2003)
Roman Udala v. New York State Department of Education 4 OCAHO 633 (1994)
Equitable Tolling Does Not Extend to Garden Variety Claim of Excusable Neglect

United States v. Chen Wilmington, Inc. 11 OCAHO 1241 (2015)
Equitable Tolling is Rare Remedy Available Only Where Requesting Party Exercised Due Diligence

Bienvenido Antonio Thompson v. Prestige Towing Services 13 OCAHO 1309 (2018)
Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority 13 OCAHO 1306 (2017)
Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc. 13 OCAHO 1308 (2018)
United States v. Chen Wilmington, Inc. 11 OCAHO 1241 (2015)
United States v. Vilardo Vineyards 11 OCAHO 1248 (2015)
Equitable Tolling of Charge Filing Period

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute 12 OCAHO 1305 a (2018)
Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc. 13 OCAHO 1308 (2018)
Filing of EEOC Charge Does Not Toll Limitations Period for Filing of IER/OSC Charge

Garth Anton Hayden v. New York Police Department 13 OCAHO 1313 (2018)
Oswalde Woode v. Central Regional Hospital NCDHHS Agency 11 OCAHO 1235 (2014)
Generally

<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 & 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 & Company d/b/a Deloitte & 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

Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.

13 OCAHO 1308 (2018)

No Basis for Equitable Tolling When Party Had Actual Notice of Limitations Period and Ignored It

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

12 OCAHO 1305 a (2018)

Notification

Joseph E. Sabol v. Northern Michigan University

9 OCAHO 1107 (2004)

Sara Caspi v. William J. Hoffman and Trigild Corporation

7 OCAHO 991 (1998)

United States v. Auburn University

4 OCAHO 617 (1994)

Pro Se

Anthony F. Lundy v. OOCL, Inc.

1 OCAHO 215 (1990)

Ashwani Goel v. Indotronix Internation Corporation

9 OCAHO 1102 (2003)

Bienvenido Antonio Thompson v. Prestige Towing Services

13 OCAHO 1309 (2018)

Crecencio Cabrera Mendez v. Jim Daniels

2 OCAHO 374 (1991)

Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.

3 OCAHO 548 (1993)

Emil Anis Halim v. Accu-Labs Research, Inc.

3 OCAHO 474 (1992)

John C. Grodzki v. OOCL, Inc.

1 OCAHO 243 (1990)

John C. Grodzki v. OOCL, Inc.

1 OCAHO 295 (1991)

Joseph E. Sabol v. Northern Michigan University

9 OCAHO 1107 (2004)

Juan J. Salcido v. New-Way Pork Company

3 OCAHO 425 (1992)

Pro Se Status Alone Is Not Sufficient to Justify Equitable Tolling

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

12 OCAHO 1305 a (2018)

Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.

13 OCAHO 1308 (2018)

Requires Showing of Extraordinary Circumstances

Time Computation(s)	<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
	<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)
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)
Estoppel Must at a Minimum Be Premised Upon Some Affirmative Government Misconduct					
	<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
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)
ETHICAL CONDUCT				
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

<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	(2019)
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)
Federal Contractors				
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
Final Nonconfirmation				
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	(2019)
Participation in E-Verify Doesn't Exempt Employer From Completing, Retaining and Producing I-9s				
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Tentative Nonconfirmation				
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	(2019)
EVIDENCE				
Admissibility				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
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>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>United States v. Dolly Boman Irani</i>	6	OCAHO	860	(1996)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)

<i>United States v. Fortune East Fashion, Inc.</i>	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 & Reindel</i>	3	OCAHO	460		(1992)
<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & 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 & 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)
<i>Juan Francisco Martinez v. Lott Constructors, Inc.</i>	2	OCAHO	323		(1991)
<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>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626		(1994)
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	6	OCAHO	891		(1996)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873		(1996)
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289		(1991)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130		(2009)

<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO	457	(1992)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Rafael Prieto v. News World Communications, Inc.</i>	1	OCAHO	177	(1990)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<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 Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(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. A-Plus Roofing, Inc.</i>	1	OCAHO	209	(1990)
<i>United States v. Auburn University</i>	4	OCAHO	662	(1994)
<i>United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza</i>	1	OCAHO	200	(1990)
<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. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor</i>	1	OCAHO	81	(1989)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. H&H Saguaro Specialists</i>	10	OCAHO	1144	(2012)
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	1	OCAHO	218	(1990)
<i>United States v. Juan V. Acevedo</i>	1	OCAHO	95	(1989)

<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	889	(1996)
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO	309	(1991)
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	66	(1989)
<i>United States v. Noel Plastering & 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. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
<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. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<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)
<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO	56	(1989)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)
Citizenship Status				
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
Credibility				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	661	(1994)
<i>United States v. Felipe De Leon-Valenzuela</i>	8	OCAHO	1004	(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)
Direct Evidence				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<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)
Disparate Treatment				
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	568	(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>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	3	OCAHO	470	(1992)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1024	(1999)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	(1992)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
Document Abuse				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)

Employer's Failure to Maintain Required Records Justifies Inference Supporting Complainant's Case

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare 11 OCAHO 1227 (2014)
Equitable Tolling

Ashwani Goel v. Indotronix International Corporation 9 OCAHO 1102 (2003)
Roman Udala v. New York State Department of Education 4 OCAHO 633 (1994)
Exhibits

Juan Manuel Alamprese v. MNSH, Inc. 9 OCAHO 1094 (2003)
Factual Allegations Made Only in a Brief or Memorandum Are Not Evidence

United States v. 3679 Commerce Place, Inc. 12 OCAHO 1296 (2017)
United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 (2017)
United States v. Pegasus Family Restaurant, Inc. 12 OCAHO 1293 (2016)
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging 11 OCAHO 1253 (2015)
Generally

Anna J. Flores v. Daniel Dry Cleaners 4 OCAHO 693 (1994)
Cecilia Araceli Basua v. Walmart #1554 3 OCAHO 535 (1993)
Cecilia Araceli Basua v. Walmart #1554 3 OCAHO 549 (1993)
Chand Wije v. Barton Springs/Edwards Aquifer C.D. 4 OCAHO 635 (1994)
Jimmy Jack Jackai v. Dallas County Data Services 3 OCAHO 569 (1993)
Joan A. Lardy v. United Airlines, Inc. 3 OCAHO 450 (1992)
Jose Jasso v. Danbury Hilton & Towers 3 OCAHO 522 (1993)
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc. 9 OCAHO 1081 (2002)
Leonid Naginsky v. Department of Defense 5 OCAHO 813 (1995)
Linda S. Walker v. United Airlines, Inc. 6 OCAHO 856 (1996)

<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1024	(1999)
<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>	5	OCAHO	778	(1995)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<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. Applied Computer Technology</i>	2	OCAHO	367	(1991)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)
<i>United States v. Cafe Camino Real, Inc.</i>	1	OCAHO	224	(1990)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Dolly Boman Irani</i>	6	OCAHO	860	(1996)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(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. Kumar</i>	6	OCAHO	833	(1996)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	173	(1990)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	187	(1990)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. R & C Tours (Guam), Inc.</i>	2	OCAHO	393	(1989)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Scandia Interiors, Inc.</i>	1	OCAHO	271	(1990)
<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. Westwind Farms, Inc.</i>	1	OCAHO	171	(1990)
<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO	56	(1989)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets</i>	3	OCAHO	399	(1992)

<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
Governing Standard(s)				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	914	(1997)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	914	(1997)
Government Must Prove Aggravating Factor by Preponderance of Evidence				
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
Hearsay				
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
<i>United States v. Cafe Camino Real, Inc.</i>	1	OCAHO	224	(1990)
<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. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	977	(1997)
<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. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	166	(1990)
<i>United States v. Mohammed Noorealam</i>	5	OCAHO	753	(1995)
<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	368	(1991)
<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. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO	191	(1990)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)

Affidavit(s)

Martha Diaz v. Pacific Maritime Association

9 OCAHO 1108 (2004)

Hearsay Permitted in OCAHO Proceedings

Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape

10 OCAHO 1187 (2013)

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga

12 OCAHO 1286 (2016)

Knowledge

Juan Manuel Alamprese v. MNSH, Inc.

9 OCAHO 1094 (2003)

United States v. Haim Co., Inc.

7 OCAHO 988 (1998)

No Basis for Relief Where Subjective Allegations are Unsupported by Specific, Concrete Evidence

Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee

10 OCAHO 1212 (2014)

Party Seeking Consideration of Equitable Factor Bears Burden of Presenting Supporting Evidence

United States v. Romans Racing Stables, Inc.

11 OCAHO 1232 (2014)

Preponderance of the Evidence Standard

George Suchta v. United States Postal Service

2 OCAHO 327 (1991)

Irma Leticia Sosa v. United States Postal Service

1 OCAHO 115 (1989)

Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company

4 OCAHO 675 (1994)

Noemi Barragan-Mandujano Romo v. Todd Corporation

1 OCAHO 25 (1988)

Robert Y. Chu v. Fujitsu Network Transmission System, Inc.

5 OCAHO 778 (1995)

Sargon Bethishou v. Ohmite Manufacturing Company

1 OCAHO 77 (1989)

Stephen Salerno v. ICL Retail Systems, Inc.

3 OCAHO 481 (1993)

United States v. McDonnell Douglas Corporation

4 OCAHO 676 (1994)

Wisniewski v. Douglas County School System

1 OCAHO 29 (1988)

Yves Nguyen v. ADT Engineering, Inc.

3 OCAHO 489 (1993)

Prima Facie Case

<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 Alberto Martinez v. Noah's New York Bagels, Inc.</i>	6	OCAHO	917	(1997)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	568	(1993)
<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & 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 & Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	419	(1992)
<i>Errol Williams v. Lucas & Associates</i>	2	OCAHO	357	(1991)
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO	144	(1990)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<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>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 Jasso v. Danbury Hilton & Towers</i>	3	OCAHO	522	(1993)
<i>Jose Ortega v. Vermont Bread</i>	3	OCAHO	475	(1993)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<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>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	(1991)

<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>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<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>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<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>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>United States v. General Dynamics</i>	3	OCAHO	517	(1993)
<i>United States v. Louis Padnos Iron & Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<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>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
Burden of Demonstrating				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
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)
Similarly Situated				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
Record(s) of Proceeding				
<i>Anna J. Flores v. Daniel Dry Cleaners</i>	4	OCAHO	693	(1994)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	176	(1990)

Reports of Unaccepted Settlement Offers Are Generally Not Admissible As Evidence

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
Similarly Situated Comparators				
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	(2019)
Sufficiency				
<i>United States v. Siwan & Brothers, Inc. d/b/a Subway #37616</i>	10	OCAHO	1178	(2013)
<i>United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095</i>	10	OCAHO	1179	(2013)
Summary Decision				
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<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>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	568	(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>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)
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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)
Protective Order(s)				
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1079	(2002)
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<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)
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<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)

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<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 & 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 & 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)
FAILURE TO STATE A CLAIM				
Citizenship Status				
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid</i>	12	OCAHO	1287	(2016)
Discrimination				
<i>D'Amico v. Erie Community College</i>	7	OCAHO	948	(1997)
<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)
Citizenship Status				
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
Dismissal				
<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>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(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 S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid</i>	12	OCAHO	1287	(2016)
<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. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)
<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)
Document Abuse				
<i>Lee v. AT&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 & Gas Company</i>	7	OCAHO	935	(1997)
Generally				
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
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)
Generally				
<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 & 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)
National Origin				

<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid</i>	12	OCAHO	1287	(2016)
Retaliation				
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	663	(1994)
Subject Matter Jurisdiction				
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO	935	(1997)
Tax Protester				
<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
FEDERAL RULES OF CIVIL PROCEDURE				
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
Affirmative Defense(s)				
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Tropicana Casino & Resort</i>	9	OCAHO	1064	(2001)
Attorney Work Product				
<i>United States v. Rose Acre Farms, Inc.</i>	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 & 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 & 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 & 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 & 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 & Samoeil Ishk</i>	7	OCAHO	976	(1997)
<i>United States v. Noel Plastering & 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 & 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)
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)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
FEDERAL RULES OF EVIDENCE				
As a Guideline				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
Hearsay				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
Generally				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
FEE SHIFTING				
Generally				
<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Jarvis v. AK Steel</i>	7	OCAHO	952	(1997)
<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)

FIELD MANUAL

Generally

<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&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

United States v. Buffalo Transportation, Inc.

11 OCAHO 1263 a (2015)

FINES

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

United States v. 3679 Commerce Place, Inc.

12 OCAHO 1296 (2017)

United States v. Buffalo Transportation, Inc.

11 OCAHO 1263 (2015)

United States v. Hair U Wear, LLC

11 OCAHO 1268 (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. International Packaging, Inc.

12 OCAHO 1275 (2016)

United States v. Metropolitan Warehouse, Inc.

10 OCAHO 1207 (2013)

United States v. Mr. Mike's Pizza, Inc.

10 OCAHO 1196 (2013)

United States v. Niche, Inc.

11 OCAHO 1250 (2015)

United States v. Pegasus Family Restaurant, Inc.

12 OCAHO 1293 (2016)

United States v. Safe-Air of Illinois, Inc.

12 OCAHO 1270 (2016)

United States v. Solutions Group International, LLC

12 OCAHO 1288 (2016)

United States v. The Red Coach Restaurant, Inc.

10 OCAHO 1200 (2013)

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

11 OCAHO 1267 (2016)

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

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

12 OCAHO 1281 (2016)

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

11 OCAHO 1224 (2014)

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga

12 OCAHO 1286 (2016)

United States v. Natural Environmental, Inc.

10 OCAHO 1197 (2013)

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging

11 OCAHO 1253 (2015)

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

United States v. Buffalo Transportation, Inc.

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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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)
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
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. Giamblis 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 & 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 & 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&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)
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
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

United States v. Speedy Gonzalez Construction, Inc.

11 OCAHO 1243 (2015)

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

United States v. Romans Racing Stables, Inc.

11 OCAHO 1232 (2014)

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

United States v. St. Croix Personnel Services, Inc.

12 OCAHO 1289 (2016)

Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9

United States v. Cawoods Produce, Inc.

12 OCAHO 1280 (2016)

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

11 OCAHO 1267 (2016)

Generally

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

3 OCAHO 494 (1993)

United States v. Armando Alvarez-Suarez

6 OCAHO 862 (1996)

United States v. Business Teleconsultants, Ltd.

3 OCAHO 565 (1993)

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

3 OCAHO 575 (1993)

United States v. Exim, Inc. and Jaime Monardes, Individually

3 OCAHO 591 (1993)

United States v. Giannini Landscaping, Inc.

3 OCAHO 573 (1993)

United States v. Hardeep Singh

3 OCAHO 520 (1993)

United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient

3 OCAHO 499 (1993)

United States v. Kangaroo Express of Pueblo

3 OCAHO 581 (1993)

United States v. Landscapes By Susanna

3 OCAHO 556 (1993)

United States v. Local Building & Remodeling of International Falls

3 OCAHO 567 (1993)

United States v. Minaco Fashions, Inc.

3 OCAHO 587 (1993)

United States v. New China Buffet Restaurant

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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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)
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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. 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. 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)
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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)
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<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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 Not Be Disproportionate to Employer's Revenue

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
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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)
<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 & 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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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 & 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)
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)
Weight of Each Statutory Factor Depends on Facts of Each Case				

<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)
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<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
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<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
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<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
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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)
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<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
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<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
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<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	(2016)
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<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
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FORGED DOCUMENTS

Generally

<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)
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<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
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<i>United States v. Maria Sourovova</i>	8	OCAHO	1020	(1998)
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<i>United States v. Mireya Pedraza-Guzman</i>	5	OCAHO	792	(1995)
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FORM I-9

<i>United States v. H&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)
Completion of I-9 after Notice of Inspection				
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
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&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 & 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)
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&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				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Employer Is Permitted, But Not Required, To Copy Employee Documents Presented for Form I-9				
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
Employer Must Attest to Examination of Section 2 Documents				
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)

Employer Must Complete Form I-9 Section 2 Within 3 Business Days of Employee's First Day of Work

United States v. Intelli Transport Services, Inc.

13 OCAHO 1319 (2019)

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)

United States v. Intelli Transport Services, Inc.

13 OCAHO 1319 (2019)

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)

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)

United States v. SKZ Harvesting, Inc.

11 OCAHO 1266 (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)

Failure to Attest to Examination of Section 2 Documents is Serious Substantive Violation

United States v. Senox Corporation

11 OCAHO 1219 (2014)

Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation

United States v. Hartmann Studios, Inc.

11 OCAHO 1255 (2015)

Failure to Complete I-9 Within Three Business Days is Serious Violation

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 (2015)

United States v. Intelli Transport Services, Inc.

13 OCAHO 1319 (2019)

Failure to Complete or Sign Form I-9 Section 2 Employer Verification Constitutes Substantive Violation

United States v. Durable, Inc.

11 OCAHO 1229 (2014)

Failure to Ensure Employee Checks Box Attesting to Immigration Status is Serious Violation

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

13 OCAHO 1314 (2018)

United States v. Pegasus Family Restaurant, Inc.

12 OCAHO 1293 (2016)

Failure to Ensure Employee Enters Alien Number in Section 1 Constitutes Serious Violation

United States v. Durable, Inc.

11 OCAHO 1229 (2014)

United States v. Hartmann Studios, Inc.

11 OCAHO 1255 (2015)

United States v. Horno MSJ, Ltd., Company

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

<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Failure to Enter Required Document Information in Section 2 Constitutes Serious Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(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 Form I-9 Among Most Serious Paperwork Violations				
<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 & Contracting, Inc.</i>	12	OCAHO	1278	(2016)
Failure to Prepare Form I-9 Subverts the Purpose of the Employment Verification Requirements				
<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)
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 Section 2 of the Form I-9 is a Serious Violation				
<i>United States v. Durable, Inc.</i>	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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<i>United States v. Muniz Concrete & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<i>United States v. Muniz Concrete & 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				
<i>United States v. David Jenkins</i>	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

United States v. Frimmel Management, LLC d/b/a Uncle Sam's 12 OCAHO 1271 a (2016)

Suppression of Evidence Should Provide Substantial Deterrent to Unlawful Police Action at Issue

United States v. Frimmel Management, LLC d/b/a Uncle Sam's 12 OCAHO 1271 (2016)

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	b	(2016)
GOOD CAUSE					
Generally					
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159		(2012)
<i>United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor</i>	1	OCAHO	81		(1989)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	187		(1990)
<i>United States v. Michael's Greek Village, Limited and Michael Lotsis, Jointly and Severally</i>	1	OCAHO	86		(1989)
<i>United States v. Nu Line Fashions, Inc.</i>	1	OCAHO	147		(1990)
<i>United States v. Shine Auto Service</i>	1	OCAHO	70		(1989)
<i>United States v. Shine Auto Service</i>	1	OCAHO	94		(1989)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	35		(1988)
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO	505		(1993)
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)
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)
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)
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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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)
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<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Juan Antonio Cardona Godinez v. Armguard Security Patrol</i>	3	OCAHO	490	(1993)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)

<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO	542	(1993)
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	(1991)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO	925	(1997)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	(1994)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	628	(1994)
<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>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO	457	(1992)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	(1996)
<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)
<i>United States v. General Dynamics</i>	3	OCAHO	517	(1993)

Citizenship Status

<i>Costigan v. NYNEX</i>	6	OCAHO	918	(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>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&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)

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<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&T</i>	7	OCAHO	924	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & 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>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&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)
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Private Right of Action				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
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<i>Olimpia Tovar v. United States Postal Service</i>	4	OCAHO	650	(1994)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
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<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche</i>	1	OCAHO	222	(1990)
<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>In re Investigation of Carolina Employers Association, Subpoena</i>	3	OCAHO	455	(1992)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	214	(1990)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	259	(1990)
<i>Jairo Diaz v. Canteen Corporation</i>	2	OCAHO	332	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	(1991)
<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>Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation</i>	4	OCAHO	707	(1994)
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO	542	(1993)
<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	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 & 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 & 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 & 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 & 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 & 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)
Memorandum of Understanding (MOU)				
<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)
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<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & 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 & 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 & 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 & Associates</i>	1	OCAHO	254	(1990)
<i>Errol Williams v. Touche Ross & Company d/b/a Deloitte & 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>Drahamira 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)
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<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	(2015)
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<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)
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<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&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)
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<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&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 & 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)

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

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<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&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)
KNOWINGLY CONTINUE TO EMPLOY				
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 & Contracting, Inc.</i>	12	OCAHO	1278	(2016)
KNOWINGLY HIRE				
Admission(s)				
<i>United States v. Valencia Bar & 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 & 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 & 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 & 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 & 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 & Ferris Pizza</i>	1	OCAHO	200	(1990)
<i>United States v. C&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 & 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 & Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering & 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)
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 & 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				

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

<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO	993	(1998)
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<i>United States v. Haim Co., Inc.</i>	7	OCAHO	988	(1998)
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LABOR CERTIFICATION

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

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

<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
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<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
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LEGISLATIVE HISTORY

Disparate Treatment

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
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Document Abuse

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

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
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<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
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<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
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<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
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<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
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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&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&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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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&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 Kurzon, 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 & Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
<i>United States v. Spring & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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 & 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 & 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				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
Entitlement				
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Louis Padnos Iron & Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Monfort, Inc.</i>	4	OCAHO	597	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
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)
Form I-9				
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<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)
Generally				
<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	(1993)
<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. Central Nebraska Packing, Inc.</i>	4	OCAHO	714	(1994)
<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. 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 Masporry</i>	4	OCAHO	717	(1994)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</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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Illegal Alien(s)

<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)

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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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)

Mitigation

<i>Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	304	(1991)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)

Monetary Damages

<i>Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	304	(1991)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>Juan Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	340	(1991)

Back Pay

<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 & 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)
Duty to Mitigate				
<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)
Front Pay				
<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)
Reduction				
<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)
Previous Violation(s)				

<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)
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 & Blue Steak & 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

Generally				
<i>United States v. Danny Mathis d/b/a Mathis Maspori</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)

Summary Decision

<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)

MOTION(S)

Abandonment

<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
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Adjudicatory Relief

<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	696	(1994)
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Amended

<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)
Bifurcation				
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1012	(1998)
Clarification				
<i>Ramiro A. Villalobos v. Roumiguere Vineyards</i>	4	OCAHO	630	(1994)
Compel				
<i>Dalila Kamal-Griffin v. Cahill Gordon & 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 & 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)
Arbitration				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1096	(2003)
Continuance				
<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)
Defense(s)				
Good Faith Defense				
<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)
Denial of Motion				
<i>United States v. HRK Investments, Inc.</i>	13	OCAHO	1318	(2019)
Successorship Liability				

<i>United States v. WSC Plumbing, Inc.</i>	8	OCAHO	1045	(2000)
Dismissal				
<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 & 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 & 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. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
<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)
Citizenship Status				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
<i>United States v. Swift & Co.</i>	9	OCAHO	1068	(2001)
Document Abuse				
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
<i>United States v. Swift & Co.</i>	9	OCAHO	1068	(2001)
Disqualify				
<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	207	(1990)
Enforcement of Arbitration				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1096	(2003)
Enforcement of Settlement				
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<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 & Westin Oaks Hotel</i>	4	OCAHO	701	(1994)

Exclusion of Opposing Counsel

Guy Santiglia v. Sun Microsystems, Inc.

9 OCAHO 1104 (2004)

Extension of Time

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1093 (2003)

Linda S. Walker v. United Airlines, Inc.

4 OCAHO 664 (1994)

United States v. BKR Restaurants, LLC d/b/a Burger King

10 OCAHO 1154 (2012)

Form of

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1089 (2003)

Generally

Chand Wije v. Barton Springs/Edwards Aquifier C.D.

4 OCAHO 635 (1994)

In re Investigation of Carolina Employers Association, Subpoena

3 OCAHO 455 (1992)

Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis

2 OCAHO 341 (1991)

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1089 (2003)

Joan A. Lardy v. United Airlines, Inc.

3 OCAHO 450 (1992)

Joan A. Lardy v. United Airlines, Inc.

3 OCAHO 493 (1993)

Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center

3 OCAHO 532 (1993)

Priscilla C. Hensel v. University of Oklahoma Health Sciences Center

3 OCAHO 532 (1993)

Robert Y. Chu v. Fujitsu Network Transmission System, Inc.

4 OCAHO 678 (1994)

Sellaro v. Elektra Records

3 OCAHO 495 (1993)

United States v. Alberta Sosa, Inc.

5 OCAHO 731 (1995)

United States v. Creation & Innovation

3 OCAHO 527 (1993)

United States v. Cristina Galeas

5 OCAHO 790 (1995)

United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company

3 OCAHO 446 (1992)

United States v. Feliciano Leon-Gutierrez

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)
Inference				
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	202	(1990)
Intervene				
<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	765	(1995)
<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)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
Joint Dismissal				
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
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<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	368	(1991)
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<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO	723	(1995)
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<i>United States v. HRK Investments, Inc.</i>	13	OCAHO	1318		(2019)
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181		(2013)
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<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305	b	(2018)
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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)
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<i>United States v. Capitol Arts & 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)

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<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
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<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)
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<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Local Building & 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)
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<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)
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United States v. Edith Fine 1 OCAHO 89 (1989)
OCAHO ALJs May Consider Substantive Motions to Reconsider Interlocutory Orders

United States v. Rose Acre Farms, Inc. 12 OCAHO 1285 a (2018)
OCAHO Rules Do Not Specifically Authorize Motions to Reconsider Final Orders in 1324b Cases

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute 12 OCAHO 1305 b (2018)
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Pro Se Motions May Be Construed Liberally

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute 12 OCAHO 1305 b (2018)
Reconsideration

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute 12 OCAHO 1305 b (2018)

Stephen A. Lewis v. Ogden Services 2 OCAHO 384 (1991)

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<i>United States v. Min Goldblatt & 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)
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<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	(2015)
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<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 & 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)

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<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)
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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>Elodia Guzman v. Yakima Fruit & 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)
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<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)

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<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	(1994)
<i>Linda S. Walker v. United Airlines, Inc.</i>	6	OCAHO	856	(1996)

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<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
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<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. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	3	OCAHO	589	(1993)

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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)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)

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)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)

Objections & Reasons Must Be Stated in Discovery Response, Not Only in Opposing Motion to Compel

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

11 OCAHO 1220 (2014)

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1234 (2014)

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)

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11 OCAHO 1234 (2014)

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10 OCAHO 1159 (2012)

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11 OCAHO 1254 (2015)

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11 OCAHO 1261 (2015)

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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)

<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid</i>	12	OCAHO	1287	(2016)
<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)
<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 & 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 & 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)

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<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)
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<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)
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<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)
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<i>United States v. Sea Dart Trading Corporation</i>	2	OCAHO	336	(1991)
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<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)
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<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
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<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
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<i>United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts</i>	1	OCAHO	54	(1989)
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<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)
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<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
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<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	(1994)
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<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
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<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
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<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	484	(1993)
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>United States v. McDonnell Douglas Corporation</i>	3	OCAHO	507	(1993)
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
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<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)

<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
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<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
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<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)
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<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
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<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)
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<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)
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<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)
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<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. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
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<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
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<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)
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<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)
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<i>United States v. Auburn University</i>	4	OCAHO	662	(1994)
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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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<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>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
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<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)
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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. Pedro Dominguez</i>	6	OCAHO	876	(1996)
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<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 & Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
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<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)
<i>Iron Workers Local 455 v. Lake Construction & 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)
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<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)
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<i>Elodia Guzman v. Yakima Fruit & 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)
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<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)
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<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)
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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. Power Operating Company</i>	3	OCAHO	561	(1993)
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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. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
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<i>Elizabeth A. Kalil v. Utica City School District</i>	9	OCAHO	1101	(2003)
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<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
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<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 & 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)
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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)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
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<i>United States v. Monica Zapata-Cosio</i>	4	OCAHO	685	(1994)
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<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)
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<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 & 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)

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<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)
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<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)
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<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(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. 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 & 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 & 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 & 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 after Notice of Inspection				
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)

Completion of I-9 for Employee Who Works Fewer Than Three Business Days

United States v. A&J Kyoto Japanese Restaurant, Inc. 10 OCAHO 1186 (2013)

United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant 10 OCAHO 1208 (2014)

Compliance

United States v. Corporate Loss Prevention Associates, Ltd. 6 OCAHO 886 (1996)

Continuing Violation(s)

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

United States v. Executive Cleaning Services of Long Island, Ltd. 13 OCAHO 1314 (2018)

United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park 7 OCAHO 940 (1997)

United States v. WSC Plumbing, Inc. 9 OCAHO 1071 (2001)

Affirmative Defense(s)

United States v. WSC Plumbing, Inc. 9 OCAHO 1061 (2000)

Copying and Attaching Verification Documents Without Properly Completing Form I-9

United States v. Super 8 Motel & Villella Italian Restaurant 10 OCAHO 1191 (2013)

Copying Employment Eligibility Documents Doesn't Excuse Employer's Failure to Complete Section 2

Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer 10 OCAHO 1201 (2013)

United States v. A&J Kyoto Japanese Restaurant, Inc. 10 OCAHO 1186 (2013)

United States v. Platinum Builders of Central Florida, Inc. 10 OCAHO 1199 (2013)

Copying Verification Documents

United States v. International Packaging, Inc. 12 OCAHO 1275 (2016)

United States v. Seven Elephants Distributing Corp. 10 OCAHO 1173 (2013)

Creation of False Section 2 Attestations Is Substantive Violation

Default	<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Defense(s)	<i>United States v. Alliance Construction, Inc.</i>	7	OCAHO	983	(1998)
	<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 & 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					
Employee's Failure to Check a Box in Section 1 Attesting to Status is a Serious Violation	<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)

<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&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 & 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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319		(2019)
<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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319		(2019)
<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)

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<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. Giambli's 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&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 & 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&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 & 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				
<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)
Examining Copies of Employee Documents Insufficient Where Law Requires Examination of Originals				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Factors				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(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 Complete Employment Eligibility Verification Form I-9 Constitutes Serious Violation				
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Failure to Complete I-9 Form for Employee Who Works Fewer Than Three Business Days				

<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
Failure to Complete I-9 Within Three Business Days				
<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)
<i>United States v. Modern Disposal Incorporated</i>	10	OCAHO	1175	(2013)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(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)
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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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&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)
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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 & Villella 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)
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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)
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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 & 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)
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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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)
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 & 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. Giamblis 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 & 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 & 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 & 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 & 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 & 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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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)
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)
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

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 (2015)

Statute of Limitations

United States v. Naim Ojeil & Samoeil Ishk

7 OCAHO 984 (1998)

Systematically Executing False Attestations in Section 2 Is Very Serious Violation

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 (2015)

The Longer the Delay In Preparing a Form I-9, The More Serious the Violation

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

12 OCAHO 1276 (2016)

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 (2015)

United States v. Intelli Transport Services, Inc.

13 OCAHO 1319 (2019)

United States v. Muniz Concrete & Contracting, Inc.

12 OCAHO 1278 (2016)

Timeliness Paperwork Violations Cannot Be Cured

United States v. St. Croix Personnel Services, Inc.

12 OCAHO 1289 (2016)

Untimely Filing

United States v. Naim Ojeil & Samoeil Ishk

7 OCAHO 984 (1998)

Untimely Produced Documents Don't Excuse Substantive Errors in I-9s Presented During Inspection

Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer

10 OCAHO 1201 (2013)

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

United States v. Durable, Inc.

11 OCAHO 1231 (2014)

PARTIES

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. Briceno 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				
<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	(1994)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. McDonnell Douglas Corporation</i>	3	OCAHO	507	(1993)
Hearing(s)				
<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	781	(1995)
Individual Capacity				
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1030	(1999)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	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

Ashutosh Sharma v. Discover Financial Services, LLC 12 OCAHO 1292 (2016)
Azia Aityahia v. Sabena Airline Training Center, Inc. 9 OCAHO 1122 (2006)
United States v. California Mantel, Inc. 10 OCAHO 1168 (2013)
United States v. New Mexico State Fair 6 OCAHO 898 (1996)
Stipulation

Malek Ebrahim Hatam v. Mr. Nasser Zaghi, Park General, Inc. 1 OCAHO 160 (1990)
United States v. McDonnell Douglas Corporation 2 OCAHO 380 (1991)
Subpoena

In re Investigation of Valley Crest Tree Company, Subpoena 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)
PATTERN OR PRACTICE				
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)
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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 & 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)
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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. Holtville 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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)
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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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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)
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
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

United States v. M & D Masonry

10 OCAHO 1215 (2014)

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)

Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay

United States v. Mott Thoroughbred Stables, Inc.

11 OCAHO 1233 (2014)

Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government

Margarita Garcia Ocana v. El Dorado Stone, LLC

11 OCAHO 1244 (2015)

United States v. Liberty Packaging, Inc.

11 OCAHO 1245 (2015)

Difference in Seriousness of Violations May Be Reflected in the Final Penalty

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. Hair U Wear, LLC

11 OCAHO 1268 (2016)

United States v. Muniz Concrete & Contracting, Inc.

12 OCAHO 1278 (2016)

United States v. St. Croix Personnel Services, Inc.

12 OCAHO 1289 (2016)

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

11 OCAHO 1267 (2016)

Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 (2015)

Double Jeopardy

United States v. Alberto Noriega-Perez

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 & 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)
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
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

United States v. Golden Employment Group, Inc. 12 OCAHO 1277 (2016)

United States v. International Packaging, Inc. 12 OCAHO 1275 (2016)

Failure to Prepare I-9 Among Most Serious Paperwork Violations

United States v. Buffalo Transportation, Inc. 11 OCAHO 1263 (2015)

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 (2016)

United States v. Mott Thoroughbred Stables, Inc. 11 OCAHO 1233 (2014)

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging 11 OCAHO 1253 (2015)

United States v. Romans Racing Stables, Inc. 11 OCAHO 1230 (2014)

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 (2015)

Failure to Properly Complete I-9 Less Serious Than Failure to Prepare or Present I-9

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 (2015)

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

United States v. Romans Racing Stables, Inc. 11 OCAHO 1232 (2014)

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

United States v. St. Croix Personnel Services, Inc. 12 OCAHO 1289 (2016)

Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 (2016)

United States v. Wave Green, Inc. d/b/a Golden Farm Market 11 OCAHO 1267 (2016)

Generally

United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing 3 OCAHO 494 (1993)

United States v. Armando Alvarez-Suarez 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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Morgan's Mexican & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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

United States v. Clean Sweep Janitor Service 11 OCAHO 1226 (2014)

United States v. Kenneth McPeck Racing Stables, Inc. 11 OCAHO 1249 (2015)

Mitigation

United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company 5 OCAHO 758 (1995)

United States v. Central Nebraska Packing, Inc. 4 OCAHO 714 (1994)

United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana 5 OCAHO 803 (1995)

United States v. David Jenkins 5 OCAHO 743 (1995)

United States v. Draper-King Cole, Inc. 7 OCAHO 933 (1997)

United States v. Enrique Reyes d/b/a King's Produce 4 OCAHO 592 (1994)

United States v. Exim, Inc. and Jaime Monardes, Individually 4 OCAHO 604 (1994)

United States v. Hugh Jeffrey Fox d/b/a Frank & Stein 5 OCAHO 756 (1995)

United States v. Kerry J. Vicker d/b/a SNB Cleaning 5 OCAHO 819 (1995)

United States v. Morgan's Mexican & Lebanese Foods, Inc. 8 OCAHO 1013 (1998)

United States v. Orlando Diaz-Rosas 4 OCAHO 702 (1994)

United States v. Oscar Eduardo Villatoro-Guzman 4 OCAHO 652 (1994)

United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc. 4 OCAHO 637 (1994)

United States v. Taco Plus, Inc. d/b/a Taco Loco 5 OCAHO 775 (1995)

United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations 4 OCAHO 625 (1994)

United States v. Tri-Component Product Corporation 6 OCAHO 853 (1996)

United States v. Williams Produce, Inc. 5 OCAHO 730 (1995)

Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized

Margarita Garcia Ocana v. El Dorado Stone, LLC 11 OCAHO 1244 (2015)

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 (2016)

United States v. Liberty Packaging, Inc. 11 OCAHO 1245 (2015)

<i>United States v. Muniz Concrete & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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. Giambli 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 Novelty 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 Novelty 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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)
<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

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 (2015)

Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith

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

12 OCAHO 1281 (2016)

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

13 OCAHO 1314 (2018)

United States v. Pegasus Family Restaurant, Inc.

12 OCAHO 1293 (2016)

United States v. Solutions Group International, LLC

12 OCAHO 1288 (2016)

United States v. St. Croix Personnel Services, Inc.

12 OCAHO 1289 (2016)

Prophylactic Purpose Best Served When Penalty Is Significant Enough to Prompt Change of Behavior

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 (2015)

Proportionality is Critical in Setting Penalties

United States v. Niche, Inc.

11 OCAHO 1250 (2015)

United States v. Safe-Air of Illinois, Inc.

12 OCAHO 1270 (2016)

Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business

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

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 Procesures

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)

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 & 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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & 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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & Blue Steak & Crab - Buffalo</i>	10	OCAHO	1170	(2013)
Franchisee/Franchisor				
<i>United States v. Siwan & Brothers, Inc. d/b/a Subway #37616</i>	10	OCAHO	1178	(2013)
<i>United States v. Siwan & 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 & 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

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. Intelli Transport Services, Inc.

13 OCAHO 1319 (2019)

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)

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)

United States v. Hair U Wear, LLC

11 OCAHO 1268 (2016)

United States v. Ideal Transportation Co., Inc.

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 & 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. 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 & Contracting, Inc.</i>	12	OCAHO	1278	(2016)
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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. 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 & 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

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&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)

Alien(s)

Generally

<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)

Temporary Resident

<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
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Unauthorized				
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Asylees				
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	6	OCAHO	880	(1996)
Citizen(s)				
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
Generally				
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
Intending				
<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Eden Harrison Adatsi v. Citizens & 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)
Puerto Rican				
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
U.S. Born Citizen				
<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)

Generally

<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 & 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)
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<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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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
Individual Not Protected If He/She Fails to Apply for Naturalization w/in 6 Months of Eligibility				
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO	1311	(2018)
Naturalization Applicant, Declaration not Completed				
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
Permanent Resident				
<i>Leonor Garcia v. Tia Maria's Cantina & Mexican Restaurante</i>	7	OCAHO	970	(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>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	(1994)
Retaliation				
<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>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>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
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)
U.S. Born Citizen				
<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>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	375	(1991)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
Who Qualifies as a Protected Individual for Citizenship Status Discrimination				
<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	(2019)
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Collateral Attack				
<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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Amendment(s)				
<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 & 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)
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO	1311	(2018)
Amendments To Pleadings May Be Made Only Before Issuance of Final Order				
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO	1311	(2018)
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<i>Jorge Pugliese v. Auto-Grafica Corporation</i>	5	OCAHO	820	(1995)
Affirmative Defense(s)				
<i>United States v. Gregorio Alabada Makilan</i>	4	OCAHO	610	(1994)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
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<i>Ramiro A. Villalobos v. Roumiguere Vineyards</i>	4	OCAHO	630	(1994)
Untimely Filing(s)				
<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	(1993)
<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)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	136	(1990)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	322	(1991)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	473	(1992)
Complainant Not Required to Plead Facts of Prima Facie Case for Claim Under Section 1324b				
<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>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & 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)
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO	935	(1997)

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<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)

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<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	496	(1993)
<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)

Issuance

<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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Standing to File

<i>Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)

Time Computation(s)

<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Daniel D. Tiplea v. Reynolds Electrical & 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)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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)
Excusable Neglect				
<i>D'Amico v. Erie Community College</i>	7	OCAHO	927	(1997)
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<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	628	(1994)
<i>United States v. Cordin Company</i>	10	OCAHO	1162	(2012)
Failure to State With Specificity Basis of Allegations in Complaint				
<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Generally				
<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)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	396	(1991)
<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)
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO	505	(1993)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
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<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
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<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
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<i>Lee v. AT&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)

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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)

REQUESTS FOR RELIEF

Form of

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1089 (2003)

RES JUDICATA

Doesn't Apply if Cause of Action is Different Than In Earlier Case

United States v. Split Rail Fence Company, Inc.

11 OCAHO 1216 (2014)

Generally

Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center

8 OCAHO 1047 (2000)

Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority

13 OCAHO 1306 a (2018)

United States v. Alberto Noriega-Perez

6 OCAHO 859 (1996)

United States v. Armando Alvarez-Suarez

4 OCAHO 655 (1994)

Issues Are Not the Same Where Second Action Involves Application of Different Legal Standard

Victor Guerrero v. California Department of Corrections and Rehabilitation

11 OCAHO 1264 (2015)

Res Judicata Inapplicable to Claims Not Adjudicated on Merits

United States v. Split Rail Fence Company, Inc.

11 OCAHO 1216 (2014)

RETALIATION

Adverse Employment Action Occurs When Employment Decision Made and Communicated to Employee

R.O. v. Crossmark, Inc.

11 OCAHO 1236 (2014)

Based on Filing a Charge With OSC

John A. Breda v. Kindred Braintree Hospital, LLC

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				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
Employer Has Burden of Production in Stating Non-Discriminatory Reason for Employment Action				
<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)
Evidence of Pretext Must Be Specific and Substantial				
<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Filing EEOC Religious Discrimination Complaint is not Protected Activity Under Section 1324b(a)(5)				
<i>Salim J. Hajjani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
Filing With EEOC Is Not Protected Activity Under Section 1324b(a)(5)				

<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306	(2017)
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306 a	(2018)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
Generalized Complaints About Employing Undocumented Workers Isn't Protected Under Section 1324b				
<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
Generally				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	(1994)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(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	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)
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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)
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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)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)

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)
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
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)
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)
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)
Generally				
<i>Zelleka Getahun v. DuPont Merck Pharmaceutical Company</i>	8	OCAHO	1029	(1999)
REVIEW				
Generally				
<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 & D Masonry</i>	10	OCAHO	1215	(2014)

Review Limited to Issues Contained in the Request for Review

<i>United States v. M & D Masonry</i>	10	OCAHO	1215	(2014)
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SANCTIONS

Abandonment

<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
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Admission(s)

<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)

ALJ May Impose Sanctions For Failure to Comply With a Discovery Order

<i>United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	(2018)
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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>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)
Attorney Fees Not Permitted As Sanction for Failure to Comply With Discovery Order				
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
Civil Money Penalty				
<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 & Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jenliih 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 & 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 & Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)

Generally

<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 & 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)

Penalties	<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	35	(1988)
	<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)
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)
	<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
Consent					
	<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
Generally					
	<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)
SELECTIVE PROSECUTION					
Generally					
	<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
SERVICE OF PROCESS					

Abandonment

United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.

4 OCAHO 656 (1994)

All Documents Filed Must Be Accompanied By a Certificate of Service

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

11 OCAHO 1265 (2015)

Certificate of Service

United States v. Silverado Stages, Inc.

10 OCAHO 1185 (2013)

Dismissal

United States v. Mayfly Fashion, Inc.

6 OCAHO 894 (1996)

Ex Parte Communication(s)

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

4 OCAHO 645 (1994)

United States v. Hyatt Regency Lake Tahoe

6 OCAHO 854 (1996)

United States v. Red Lobster

4 OCAHO 631 (1994)

Generally

Esther Din Brooks v. Watts Window World

3 OCAHO 570 (1993)

Haddon Speakman v. The Rehabilitation Hospital of South Texas

3 OCAHO 469 (1992)

Jaime Banuelos v. Transportation Leasing Company

1 OCAHO 136 (1990)

Jaime Banuelos v. Transportation Leasing Company

1 OCAHO 214 (1990)

Martin A. Holguin v. Dona Ana Fashions

4 OCAHO 605 (1994)

Sanford J. Strauss v. Rite Aid Corporation

4 OCAHO 721 (1994)

Sellaro v. Elektra Records

3 OCAHO 461 (1992)

Stephen A. Lewis v. Ogden Services

2 OCAHO 384 (1991)

United States v. Ambrocio Morales-Guzman

5 OCAHO 776 (1995)

United States v. Big Bear Market

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)
Pleadings				
<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)
Pro Se				
<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)
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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)
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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)
Defense(s)				
<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO	1011	(1998)
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 & 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 & B Carpet Steam Cleaning & General Services, Corporation</i>	1	OCAHO	244	(1990)
<i>United States v. ABC Roofing & 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)

Sovereign	<i>United States v. Sizzler Restaurants International, Inc.</i>	2	OCAHO	325	(1991)
SHOW CAUSE	<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
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)
Opportunity to Respond to a Motion to Dismiss All Claims	<i>United States v. Private Brands Company and Private Brand, Inc.</i>	7	OCAHO	941	(1997)
Persons Protected	<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	(2019)
Timeliness	<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	(2019)
SIXTH AMENDMENT	<i>United States v. Jabil Circuit, Inc.</i>	10	OCAHO	1146	(2012)
Generally					
	<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
	<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
SIZE OF BUSINESS	<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
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 & 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

<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
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OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business

<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. 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. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)

SOVEREIGN IMMUNITY

<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)
<i>Yaming Shen v. Defense Language Institute</i>	9	OCAHO	1117	(2005)
Abandonment				
<i>Ping Ruan v. United States Navy</i>	8	OCAHO	1046	(2000)
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<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
Component of U.S. Department of Defense is Immune From Suit Before OCAHO				
<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)
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-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	(1999)
<i>Massala Prince Reffell v. Prairie View A&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 & 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)
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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				
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<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&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)
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<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

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office

12 OCAHO 1284 (2016)

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7 OCAHO 998 (1998)

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Akintunde Omoyosi v. Lebanon Correctional Institution

9 OCAHO 1119 (2005)

Raul A. Gonzalez v. Tri-Component Products, Inc.

9 OCAHO 1118 (2005)

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Esther Din Brooks v. KNK Textile

3 OCAHO 545 (1993)

Nripendra S. Dhillon v. Regents of the University of California

3 OCAHO 497 (1993)

United States v. Hyatt Regency Lake Tahoe

6 OCAHO 861 (1996)

Temporary Protected Status

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4 OCAHO 612 (1994)

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1 OCAHO 25 (1988)

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1 OCAHO 74 (1989)

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Barbara Eva Labombarbe v. United States Air Force d/b/a Child Development Center

3 OCAHO 515 (1993)

Boris Gerardo Salazar-Castro v. Cincinnati Public Schools

3 OCAHO 406 (1992)

Esther Din Brooks v. KNK Textile

3 OCAHO 545 (1993)

Haddon Speakman v. The Rehabilitation Hospital of South Texas

3 OCAHO 469 (1992)

Jaycee George v. Bridgeport Jai-Alai, Inc.

3 OCAHO 537 (1993)

Patricia Eunice Parkin-Forrest v. Veterans Administration Hospital

3 OCAHO 516 (1993)

United States v. Auburn University

3 OCAHO 564 (1993)

United States v. Guardsmark

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)
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<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Eden Harrison Adatsi v. Citizens & 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)
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<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)
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<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
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<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
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<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)

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United States v. Citizen's Utilities Company, Inc., Telephone Division

1 OCAHO 109 (1989)

STATISTICAL PROOF OF DISCRIMINATION

Discriminatory Intent May Be Inferred From Statistical Evidence

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare

11 OCAHO 1227 (2014)

Gross Statistical Disparity May Be Prima Facie Proof of Pattern or Practice of Discrimination

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare

11 OCAHO 1227 (2014)

May Be Rebutted By Showing That Resolving a Flaw in Statistics Eliminates Disparity

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare

11 OCAHO 1227 (2014)

Statistical Disparities Over Two or Three Standard Deviations May Indicate Discrimination

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11 OCAHO 1227 (2014)

Statistics May Show Employer's Justification Is Pretextual

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11 OCAHO 1227 (2014)

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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)

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9 OCAHO 1121 (2006)

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4 OCAHO 646 (1994)

<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Back Pay				
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
Civil Money Penalty				
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. El Azteca Dunkirk, Inc.</i>	10	OCAHO	1172	(2013)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<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. Red Lobster</i>	4	OCAHO	631	(1994)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
Complaint				
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
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<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
Document Abuse				
<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>	5	OCAHO	748	(1995)
Employers Not At Liberty to Create Own Alternative Employment Eligibility Verification Systems				

<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)
Generally				
<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>	5	OCAHO	748	(1995)
Hearing(s)				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	623	(1994)
Hire/Hiring				
<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)
STATUTE OF LIMITATIONS				

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&G Dynatrend</i>	4	OCAHO	710	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	5	OCAHO	726	(1995)
<i>Leonid Naginsky v. Department of Defense and EG&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 & Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jorge Mario Ipinia 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				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Employer Sanctions Cases				
<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Equitable Estoppel				
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
Equitable Tolling				
<i>Bienvenido Antonio Thompson v. Prestige Towing Services</i>	13	OCAHO	1309	(2018)

<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>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306	(2017)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	674	(1994)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 a	(2018)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	(2018)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
Failure to Timely Prepare Form I-9 Violation Accrues Once Deadline for I-9 Completion Elapses				
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Filing Deadline Begins to Run When Delivery of Determination Letter is Effectuated				
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
For Knowing Hire Violation, Limitations Period Begins to Run on Date That Employee is Terminated				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
General Statute of Limitations				
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Generally				
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)

<i>United States v. Felipe De Leon-Valenzuela</i>	8	OCAHO	1004	(1998)
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
Last Possible Accrual Date for Knowing Hire Violations is Date That Employee is Terminated				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Letter of Determination				
<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>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. IBP, Inc.</i>	7	OCAHO	900	(1997)
<i>United States v. Workrite Uniform Company, Inc.</i>	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 & 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)

STAY OF ENFORCEMENT OF AGENCY ORDER

ALJ Considers Four Well-Established Factors in Evaluating Request for Stay of Agency's Own Order

United States v. Frimmel Management, LLC 12 OCAHO 1271 d (2017)
Generally

United States v. Frimmel Management, LLC 12 OCAHO 1271 d (2017)
OCAHO Has Authority to Stay Enforcement of Agency's Own Order Pending Judicial Review

United States v. Frimmel Management, LLC 12 OCAHO 1271 d (2017)

STAY OF PROCEEDINGS

Generally

Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis 2 OCAHO 363 (1991)

Joan A. Lardy v. United Airlines, Inc. 3 OCAHO 450 (1992)

United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio 4 OCAHO 719 (1994)

United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center 1 OCAHO 135 (1990)

United States v. DAR Distributing, Inc. d/b/a DAR Cabinets 1 OCAHO 60 (1989)

United States v. Pedro Dominguez 7 OCAHO 973 (1997)

United States v. PPJV, Inc. d/b/a Publishers Press 2 OCAHO 373 (1991)

United States v. United Pottery Manufacturing & Accessories, Inc. 1 OCAHO 51 (1989)

United States v. United Pottery Manufacturing & Accessories, Inc. 1 OCAHO 57 (1989)

SUBPOENAS

Burden of Proof

In re Investigation of Modern Maintenance, Subpoena 2 OCAHO 359 (1990)
Compliance

In re Investigation of Conoco, Inc., Subpoena 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 & 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 & 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 & 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 & 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 & 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)
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 & Resort, Subpoena</i>	9	OCAHO	1060	(2000)
Office of Special Counsel/Immigrant and Employee Rights Section				
Denial				
<i>In re Investigation of Swift & 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)
SUBSTANTIAL COMPLIANCE				
Copying and Attaching Documents Without Properly Completing I-9 Isn't Substantial Compliance				
<i>United States v. Super 8 Motel & Villella 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)
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

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

United States v. International Packaging, Inc. 12 OCAHO 1275 (2016)

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging 11 OCAHO 1253 (2015)

Failure to Timely Prepare I-9 is Substantive - Not Technical or Procedural - Violation

United States v. Dr. Robert Schaus, D.D.S. 11 OCAHO 1239 (2014)

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

Government Not Required to Provide Notice and Correction Period for Substantive Violations

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

Notice and Correction Period Required for Technical/Procedural Failures Before Imposing Penalty

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 (2016)

Omitting Document Number/Expiration Date May Be Technical/Procedural If Document Copy Attached

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

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Raul A. Gonzalez v. Tri-Component Products, Inc. 9 OCAHO 1118 (2005)

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Abandonment

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United States v. McDonnell Douglas Corporation 4 OCAHO 616 (1994)

United States v. Private Brands Company and Private Brand, Inc. 7 OCAHO 941 (1997)

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<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)
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<i>United States v. Spring & Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)
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<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 & Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)

Hearsay

<i>Martha Diaz v. Pacific Maritime Association</i>	9	OCAHO	1108	(2004)
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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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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)
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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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Muniz Concrete & 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 & 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

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 (2016)

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga 12 OCAHO 1286 (2016)

Civil Money Penalty

United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant 5 OCAHO 729 (1995)

United States v. DJ Drywall, Inc. 10 OCAHO 1136 (2010)

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 (2016)

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga 12 OCAHO 1286 (2016)

United States v. New China Buffet Restaurant 10 OCAHO 1133 (2010)

United States v. Private Brands Company and Private Brand, Inc. 7 OCAHO 941 (1997)

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

Completion of False Certification on Form I-9 Does Not Constitute Substantial Compliance

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 (2015)

Conclusory and Unsupported Allegations Do Not Provide an Adequate Basis for Summary Decision

Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc. 11 OCAHO 1261 (2015)

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Benjamin Barone v. Superior Washer and Gasket Corp. 10 OCAHO 1176 (2013)

United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc. 12 OCAHO 1291 (2016)

Discovery

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

United States v. IBP, Inc. 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)
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<i>Chand Wije v. Barton Springs/Edwards Aquifer 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&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)
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<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)

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Sufficiency

United States v. Siwan & Brothers, Inc. d/b/a Subway #37616 10 OCAHO 1178 (2013)

United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095 10 OCAHO 1179 (2013)

Filing of Cross Motions Does Not Require Summary Decision Be Issued in Favor of Either Party

United States v. Foothill Packing, Inc. 11 OCAHO 1240 (2015)

Generally

Adnan Niaz Mir v. Federal Bureau of Prisons 3 OCAHO 577 (1993)

Albert Gimein v. Department of Defense & Grumman Aerospace Corporation 3 OCAHO 503 (1993)

Amadeo Gonzalez v. Phoenix Motor Company 3 OCAHO 410 (1992)

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Bassey J. Udofot v. 88 Vapor Technologies 3 OCAHO 506 (1993)

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Dinko Sefic v. Marconi Wireless 9 OCAHO 1123 (2007)

Dolores Garcia Contreras v. Cascade Fruit Company 9 OCAHO 1090 (2003)

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Esther Din Brooks v. KNK Textile 3 OCAHO 528 (1993)

Esther Din Brooks v. Watts Window World 3 OCAHO 570 (1993)

Florinda Kattan v. Union League Club of Chicago 3 OCAHO 586 (1993)

Gabriel Niyi Adepitan v. United States Postal Service 3 OCAHO 416 (1991)

Ghaffar Sepahpour v. Unisys, Inc. 3 OCAHO 500 (1993)

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

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<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)
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<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 & 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)
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<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
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<i>United States v. A & B Carpet Steam Cleaning & General Services, Corporation</i>	1	OCAHO	219	(1990)
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<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)
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<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 & 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 & 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)

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<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO	993	(1998)
<i>United States v. Giambli 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 & 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&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 & 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 & 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)
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<i>United States v. Neighbors of Hawaii d/b/a Tower of Power</i>	1	OCAHO	262	(1990)
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<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
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<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. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
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<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)
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<i>United States v. Valencia Bar & 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)
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<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)
Hearsay Evidence				
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<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				
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<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)
Jurisdiction				
<i>Leonor Garcia v. Tia Maria's Cantina & Mexican Restaurante</i>	7	OCAHO	970	(1997)

Knowledge

<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)

Liability

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(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. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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 & F Golf Services, Inc.</i>	6	OCAHO	851	(1996)

Modification(s)

<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
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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)
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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)
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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. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<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)
Nonmoving Party Who Bears Burden of Proof at Trial Must Present Sufficient Evidence to Support Claim				
<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)
Notice to Pro Se Party				
<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 & 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)
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<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 & 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 & 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)
TAX PROTESTER				
Attorney Fees				
<i>Gaylon D. Shepherd v. Sturm, Ruger & 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&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 & 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 & 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)

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<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&T</i>	7	OCAHO	924	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Werline v. Public Service Electric & 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)

TEN DAY NOTICE RULE

Generally

<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

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&G Dynatrend</i>	5	OCAHO	726	(1995)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)

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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Brief(s)

<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	603	(1994)
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<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<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)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<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)

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<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>United States v. Agripac, Inc.</i>	8	OCAHO	1028	(1999)
<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)

Continuing Violation(s)

<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
Date of Entry of the ALJ's Order Begins the 10-Day Time Period for Filing a Request for Review				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263 a	(2015)
Documents are not Considered Filed Until Received By OCAHO				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263 a	(2015)
Equitable Estoppel				
<i>Ashwani Goel v. Indotronix International Corporation</i>	9	OCAHO	1102	(2003)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
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<i>Ashwani Goel v. Indotronix International Corporation</i>	9	OCAHO	1102	(2003)
<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)
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>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>George Suchta v. United States Postal Service</i>	2	OCAHO	327	(1991)
<i>In re Investigation of Modern Maintenance, Subpoena</i>	2	OCAHO	359	(1990)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
<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)

Memorandum of Understanding (MOU)

<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>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)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)

TITLE VII

Direct Evidence

<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
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Generally

<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	510	(1993)
<i>Corneliu Curuta v. United States Water Conservation Laboratory</i>	3	OCAHO	459	(1992)
<i>Emil Anis Halim v. Accu-Labs Research, Inc.</i>	3	OCAHO	474	(1992)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
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