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<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO	916	(1997)
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<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
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<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)

Documents are not Considered Filed Until Received By OCAHO

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<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
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<i>United States v. Coastal Transportation, Inc.</i>	1	OCAHO	27	(1988)
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<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)
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<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	182	(1990)
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<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)
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<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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What Constitutes An Important Question of Law for Interlocutory Review				
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322 c	(2020)
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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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<i>United States v. Tempo Plastic Company, Inc.</i>	8	OCAHO	1010	(1998)
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<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)
<i>United States v. Spring & Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)
<i>United States v. Tempo Plastic Company, Inc.</i>	8	OCAHO	1010	(1998)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
<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. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
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<i>United States v. Zia gul Zekreya</i>	4	OCAHO	683	(1994)
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<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	(1994)
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<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(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. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	742	(1995)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)

<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. Maria Sourovova</i>	7	OCAHO	987	(1998)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO	805	(1995)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)

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<i>Raul A. Gonzalez v. Tri-Component Products, Inc.</i>	9	OCAHO	1118	(2005)
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<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.</i>	8	OCAHO	1005	(1998)
<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. 1010 Morris Avenue Food Corporation</i>	6	OCAHO	885	(1996)
<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. Leonor Yolanda Ortiz</i>	6	OCAHO	863	(1996)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)

Personal Knowledge

<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
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Standards

<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
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Summary Decision

Celia Simon v. Ingram Micro, Inc.

9 OCAHO 1088 (2003)

Dinko Sefic v. Marconi Wireless

9 OCAHO 1123 (2007)

AFFIRMATIVE DEFENSE(S)

Grandfathered Status Must Be Pleaded In the Answer or It Is Waived

United States v. Crescent City Meat Company, Inc.

11 OCAHO 1217 (2014)

Impossibility Not Available As Defense When Destruction of I-9s Is Due To Employer's Own Actions

United States v. Ideal Transportation Co., Inc.

12 OCAHO 1290 (2016)

United States v. SKZ Harvesting, Inc.

11 OCAHO 1266 (2016)

Party Invoking Affirmative Defense Bears Burden to Come Forward With Facts to Establish It

United States v. International Packaging, Inc.

12 OCAHO 1275 (2016)

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4 OCAHO 624 (1994)

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5 OCAHO 735 (1995)

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<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)
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<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
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<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>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. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
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<i>Juan Antonio Martinez v. Ray's Bar-B-Que</i>	9	OCAHO	1120	(2005)
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Giambli's Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Randall Kurzton, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
Pattern or Practice				
<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)
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<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	(1994)
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<i>Arnulfo Medina v. Bend-Pack, Inc.</i>	5	OCAHO	791	(1995)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<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. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
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<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
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<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<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. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)

AMICUS CURIAE

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<i>United States v. American McNair, Inc.</i>	1	OCAHO	261	(1990)
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ANSWER

A Showing of Good Cause is a Condition Precedent to Permitting a Late Answer

<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)

Admission(s)

<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	742	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	96	(1989)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	142	(1990)
<i>United States v. Maria Esther Lemus d/b/a Rancho Lemus</i>	3	OCAHO	421	(1992)
<i>United States v. Sea Pine Inn, Inc. t/a Sea Pine Inn</i>	1	OCAHO	873	(1989)
<i>United States v. Student Exchange International, Inc.</i>	1	OCAHO	117	(1989)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
<i>United States v. Walia's, Inc. d/b/a Walia's Restaurant</i>	1	OCAHO	122	(1990)
<i>United States v. William and Maria Sievert</i>	1	OCAHO	294	(1991)

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<i>United States v. Anthony Borrelli and Sons, Inc.</i>	8	OCAHO	1027	(1999)
<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. 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. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
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<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	(2003)
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<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
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<i>Ramiro A. Villalobos v. Roumiguere Vineyards</i>	4	OCAHO	630	(1994)
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<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO	119	(1989)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	534	(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. Tiki Pools, Inc. d/b/a California Pools and Spa</i>	1	OCAHO	76	(1989)
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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)
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<i>D'Amico v. Erie Community College</i>	7	OCAHO	927	(1997)
Failure To File Answer May Be Deemed a Waiver of Right to Appear and Contest Allegations				
<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>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	(1993)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	496	(1993)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	549	(1993)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	539	(1993)
<i>Jorge Pugliese v. Auto-Grafica Corporation</i>	5	OCAHO	820	(1995)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	(1996)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. Abel Galvez-Malgarejo</i>	4	OCAHO	684	(1994)
<i>United States v. Alberta Sosa, Inc.</i>	4	OCAHO	720	(1994)
<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. Ambrocio Morales-Guzman</i>	5	OCAHO	787	(1995)
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. 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. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture & Manufacturing, Inc.</i>	5	OCAHO	789	(1995)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(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. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	(1992)
<i>United States v. Feliciano Aguas-Avalos</i>	4	OCAHO	642	(1994)
<i>United States v. First Wok Restaurant</i>	1	OCAHO	52	(1989)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<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. John Morales d/b/a Riverside Insulation</i>	1	OCAHO	197	(1990)
<i>United States v. L&M Tire Company, Inc.</i>	1	OCAHO	134	(1990)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	534	(1993)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO	826	(1995)
<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. Rodeo Night Club</i>	5	OCAHO	812	(1995)
<i>United States v. Simon Osagie Iyawo</i>	5	OCAHO	744	(1995)
<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. Zeferino Castillo, Individually</i>	3	OCAHO	505	(1993)
Good Cause for Failure to File a Timely Answer				
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306	(2017)
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<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
Inadequate				

<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. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO	723	(1995)
<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. El Mexicano Taco Shop</i>	1	OCAHO	59	(1989)
<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. Feliciano Aguas-Avalos</i>	4	OCAHO	642	(1994)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Kumar</i>	6	OCAHO	833	(1996)
<i>United States v. Lawrence H. Harrold d/b/a Diamond Pallet Company</i>	1	OCAHO	114	(1989)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. M.B. Builders Corporation</i>	1	OCAHO	145	(1990)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Michael's Greek Village, Limited and Michael Lotsis, Jointly and Severally</i>	1	OCAHO	86	(1989)
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO	706	(1994)
<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. 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. Rudy Rodriguez d/b/a Rock Pest Control</i>	1	OCAHO	158	(1990)
<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. The Pep Boys, Manny, Moe and Jack of California</i>	3	OCAHO	464	(1992)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO	390	(1991)
<i>United States v. Yakoff Vshivkoff d/b/a Northwest Reforestation Connections Company</i>	1	OCAHO	88	(1989)
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO	505	(1993)

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<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)

No Response

<i>D'Amico v. Erie Community College</i>	7	OCAHO	927	(1997)
<i>Galdino Casillas Garcia v. McCarron Electric Company</i>	5	OCAHO	747	(1995)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	628	(1994)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	742	(1995)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Columbia Sportswear Manufacturers, Inc.</i>	5	OCAHO	808	(1995)
<i>United States v. Continental Forestry Service</i>	6	OCAHO	836	(1996)
<i>United States v. Cordin Company</i>	10	OCAHO	1162	(2012)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	807	(1995)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	681	(1994)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	616	(1994)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
<i>United States v. Rodeo Night Club</i>	5	OCAHO	812	(1995)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
<i>United States v. U.S. Style, Inc.</i>	6	OCAHO	827	(1995)

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<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. Esther Flores-Martinez</i>	4	OCAHO	698	(1994)
<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. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	552	(1993)

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<i>United States v. Monica Zapata-Cosio</i>	4	OCAHO	685	(1994)
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9 OCAHO 1104 (2004)

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9 OCAHO 1089 (2003)

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9 OCAHO 1104 (2004)

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11 OCAHO 1254 a (2015)

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13 OCAHO 1320 a (2019)

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5 OCAHO 785 (1995)

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3 OCAHO 566 (1993)

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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>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
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<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
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<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)
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<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	266	(1990)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO	566	(1993)
<i>Juan Francisco Martinez v. Lott Constructors, Inc.</i>	2	OCAHO	323	(1991)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Omar Egal v. Sears Roebuck & Company</i>	3	OCAHO	442	(1992)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	210	(1990)
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<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)
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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)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
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<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	(2019)
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<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1034	(1999)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
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<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	3	OCAHO	543	(1993)
Generally				
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
Lay or Non-Attorney Representation				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
Lay Representation				
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
Substitution of Attorney				
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1034	(1999)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	79	(1989)
Withdrawal				
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	795	(1995)
<i>United States v. San Diego Semiconductors, Inc.</i>	1	OCAHO	179	(1990)
AUTHORITY OF OCAHO				
Apparent or Implied				
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)

<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
Generally				
<i>In re Investigation of Valley Crest Tree Company, Subpoena</i>	3	OCAHO	579	(1993)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Limit Scope of Discovery				
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332 a	(2020)
<i>United States v. Swift & Co.</i>	9	OCAHO	1073	(2001)
Regulatory				
<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	(1994)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
Sanctions				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
Statutory				
<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)
BACK PAY				
<i>Juan Antonio Martinez v. Ray's Bar-B-Que</i>	9	OCAHO	1120	(2005)
Document Abuse				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)

<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)
Generally				
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	486	(1993)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)
Mixed Motive Discrimination				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
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)
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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)
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<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
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<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
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<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	6	OCAHO	891	(1996)
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<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
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<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
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Generally

<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
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<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
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<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
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<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
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<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
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<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
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<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
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<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
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<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
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<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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

United States v. Buffalo Transportation, Inc.

11 OCAHO 1263 (2015)

Government Bears the Burden of Proving Liability by a Preponderance of the Evidence

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

12 OCAHO 1301 (2017)

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

12 OCAHO 1271 b (2016)

United States v. Hair U Wear, LLC

11 OCAHO 1268 (2016)

United States v. Imacuclean Cleaning Services, LLC

13 OCAHO 1327 (2019)

United States v. Metropolitan Enterprises, Inc.

12 OCAHO 1297 (2017)

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)

Government Met Burden of Proving Unauthorized Status of Some Employees

United States v. Horno MSJ, Ltd., Company

11 OCAHO 1247 (2015)

Government Must Prove Aggravating Factor by Preponderance of Evidence

Margarita Garcia Ocana v. El Dorado Stone, LLC

11 OCAHO 1244 (2015)

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. Liberty Packaging, Inc.

11 OCAHO 1245 (2015)

United States v. Natural Environmental, Inc.

10 OCAHO 1197 (2013)

Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence

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

12 OCAHO 1276 (2016)

United States v. Ideal Transportation Co., Inc.

12 OCAHO 1290 (2016)

United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet

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)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(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. 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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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)
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)
Paperwork Requirement(s)/Violation(s)				

<i>United States v. Chuy's Paint & Body Shop</i>	1	OCAHO	19	(1988)
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<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
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<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	28	(1988)
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<i>United States v. Elsinore Manufacturing, Inc.</i>	1	OCAHO	5	(1988)
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<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	28	(1988)
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<i>United States v. National P.R. Engineer Corporation</i>	1	OCAHO	146	(1990)
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<i>United States v. Patricio Torres, Individually and d/b/a Superior Roof Services</i>	1	OCAHO	83	(1989)
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<i>United States v. Student Exchange International, Inc.</i>	1	OCAHO	117	(1989)
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<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)
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<i>United States v. USA Café</i>	1	OCAHO	429	(1989)
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CERTIFICATION

Form I-9

<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
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<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
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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)
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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. 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)
<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. Lazy Days South, Inc.</i>	13	OCAHO	1322 c	(2020)
<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

United States v. Danny Mathis d/b/a Mathis Maspory 4 OCAHO 717 (1995)

United States v. Karnival Fashion, Inc. 5 OCAHO 783 (1995)

United States v. Mushtaq Admed Chaudhry 3 OCAHO 576 (1993)

Modification by the Chief Administrative Hearing Officer

United States v. Lazy Days South, Inc. 13 OCAHO 1322 c (2020)

Modification(s)

United States v. Armando Alvarez-Suarez 4 OCAHO 699 (1994)

United States v. Corporate Loss Prevention Associates, Ltd. 6 OCAHO 908 (1997)

United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez 5 OCAHO 732 (1995)

United States v. Maria Teresa De Jesus Morales-Martinez 5 OCAHO 727 (1995)

United States v. Mohammed Noorealam 5 OCAHO 797 (1995)

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

United States v. Simon Osagie Iyawe 5 OCAHO 744 (1995)

Notification of Administrative Review

United States v. Lazy Days South, Inc. 13 OCAHO 1322 b (2020)

CITATION/CITATION PERIOD

Citation as Notice of Statutory Violation

United States v. Mario Saikhon, Inc. 1 OCAHO 279 (1990)

United States v. Mester Manufacturing Company 1 OCAHO 18 (1988)

Generally

United States v. Big Bear Market 1 OCAHO 48 (1989)

United States v. Citizen's Utilities Company, Inc., Telephone Division 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)
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Lack of good faith

<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
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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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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)
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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)
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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)
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Compliance

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. 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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(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. 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. Giamblis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	887	(1996)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	315	(1991)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank & 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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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 Maspory</i>	4	OCAHO	717	(1994)
<i>United States v. Danny Mathis d/b/a Mathis Maspory</i>	5	OCAHO	752	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	(2012)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)

<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Vogue Pleating, Stitching & 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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Giambliis 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)
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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)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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)
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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)
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Person or Entity

Definition

<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
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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)
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Principal Goal Is To Enhance Probability of Future Compliance

<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
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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. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites

11 OCAHO 1218 (2014)

United States v. M & D Masonry, Inc.

10 OCAHO 1211 (2014)

United States v. Metropolitan Warehouse, Inc.

10 OCAHO 1207 (2013)

United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet

10 OCAHO 1192 (2013)

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 Procedures

United States v. Buffalo Transportation, Inc.

11 OCAHO 1263 (2015)

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

12 OCAHO 1276 (2016)

Reasonable

United States v. Silverado Stages, Inc.

10 OCAHO 1182 (2013)

Reasonableness Based On Record As Whole and Statutory Factors in Particular

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

11 OCAHO 1218 (2014)

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

11 OCAHO 1239 (2014)

United States v. Leed Construction, Megan Burkholder

11 OCAHO 1237 (2014)

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

<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327		(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. 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. 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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Briceno 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)
Collateral Estoppel is Inapplicable to Issues Not Adjudicated on Merits				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
Doesn't Apply If Issue is Different Than In Earlier Case				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
Effect of Prior Guilty Plea				
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Generally				
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

COMPLAINT

A Complaint That Does Not Contain Factual Allegations Does Not State a Claim

<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	(2020)
Amended				
<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324 a	(2019)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)

<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1028	(1999)
<i>United States v. Nicolas Tinoco-Medina</i>	5	OCAHO	806	(1995)
<i>United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)</i>	13	OCAHO	1333	(2020)
Complainant Must File Amended Complaint with Motion for Leave to Amend the Complaint				
<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	(2020)
Complaint Must Contain Clear and Concise Statement of Facts for Each Alleged Violation				
<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	(2020)
<i>United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)</i>	13	OCAHO	1333	(2020)
Deemed Filed on Date Actually Received by OCAHO				
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
Document Fraud				
<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	(2020)
Documents Attached to Complaint Considered Part of Complaint				
<i>Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321	(2019)
Failure to State With Specificity Basis of Allegations in Complaint				
<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	(2020)
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)
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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)
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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)
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<i>Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321	(2019)
<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)
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<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	(2020)
<i>United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)</i>	13	OCAHO	1333	(2020)
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<i>United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)</i>	13	OCAHO	1333	(2020)
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<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	(2016)
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1272	(2016)
<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	(2020)
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<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)
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<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	(2016)
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1272	(2016)

<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326	(2019)
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<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1028	(1999)
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<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
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<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	(1996)
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<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)

<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
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<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)
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<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO	98	(1989)
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<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	(1999)
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<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO	925	(1997)
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<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
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<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
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<i>United States v. 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)
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<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)
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<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO	847	(1996)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
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<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
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<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
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<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)
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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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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<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)
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<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)
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United States v. Split Rail Fence Company, Inc.

11 OCAHO 1216 (2014)

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11 OCAHO 1216 (2014)

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11 OCAHO 1253 (2015)

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United States v. Durable, Inc.

11 OCAHO 1221 (2014)

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

11 OCAHO 1253 (2015)

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United States v. Durable, Inc.

11 OCAHO 1221 (2014)

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11 OCAHO 1253 (2015)

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<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)
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<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
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<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)
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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>United States v. Abel Galvez-Malgarejo</i>	4	OCAHO	684	(1994)
<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO	787	(1995)
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. Chuy's Paint & 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)
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<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	(2019)
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<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	(2019)
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<i>Bassey J. Udofo 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)
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<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)
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<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)
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<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	225	(1990)
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<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)
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<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)
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<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)
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<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)
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<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)
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<i>United States v. Prime Landscape Management, Inc.</i>	1	OCAHO	204	(1990)
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<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)
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<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)
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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. A & A Maintenance Enterprise, Inc.</i>	6	OCAHO	852	(1996)
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<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)
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<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)
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<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)
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<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
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<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
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<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
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<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	463	(1992)
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<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)
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<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO	253	(1990)
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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)
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<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 International 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)

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<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)

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<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)
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Exclusionary Rule

<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
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Family Relationship

United States v. Davis Nursery, Inc. 4 OCAHO 694 (1994)

United States v. Manuel Orozco-Minjares 4 OCAHO 606 (1994)

Fifth Amendment

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

United States v. David Segura-Sataray 4 OCAHO 708 (1991)

United States v. Mark Steven Carter d/b/a Dixie industrial Service Company 6 OCAHO 897 (1996)

Generally

United States v. Felipe De Leon-Valenzuela 6 OCAHO 866 (1996)

Fourth Amendment

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)

United States v. Israel Velasquez-Tabir 6 OCAHO 872 (1996)

United States v. Julio Carpio-Lingan 6 OCAHO 871 (1996)

Generally

Kasathsko v. Internal Revenue Service 6 OCAHO 840 (1996)

Rosa Isela Olivares Aguirre v. KDI American Products, Inc. 6 OCAHO 882 (1996)

Tyrone Robinson v. New York State Family Court 5 OCAHO 814 (1995)

United States v. 4431, Inc. t/a Candlelight Inn 4 OCAHO 611 (1994)

United States v. A & A Maintenance Enterprise, Inc. 6 OCAHO 852 (1996)

United States v. Ana Maria Villegas-Valenzuela 5 OCAHO 784 (1995)

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

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

United States v. David Segura-Sataray 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)
Good Faith Defense provided by 8 U.S.C. Section 1324a(b)(6)				
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
Inapplicable to Substantive Violations				
<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)
Ignorance of Law is Not An Affirmative Defense				
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
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<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
Ignorance of Statutory Requirements Does Not Amount to Showing of Good Faith				
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
Impossibility Defense is Recognized in OCAHO Case Law				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Impossibility Not Available As Defense When Destruction of I-9s Is Due To Employer's Own Actions				
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)

Jurisdiction

<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)

Knowledge

<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)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)

Legitimate, Nondiscriminatory Reason

<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO	430	(1992)
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO	773	(1995)
<i>Michael Edward Johnson v. Progressive Roofing</i>	12	OCAHO	1295	(2017)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO	457	(1992)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Roberto Decasez-Martinez v. Tyson Foods, Inc.</i>	2	OCAHO	372	(1991)
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	(1992)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	331	(1991)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	(1991)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)

Motion to Strike

<i>United States v. Desert Palace, Inc.</i>	9	OCAHO	1067	(2001)
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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)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
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<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
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<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
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<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
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<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO	1311	(2018)
Previous Settlement Between Parties				
<i>S. v. Neiman Marcus Group</i>	13	OCAHO	1323	(2020)
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<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)

Seasonal Agricultural Workers

<i>United States v. Mario Saikhon, Inc.</i>	1 OCAHO	279	(1990)
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<i>United States v. Ralph Sanchez, Labor Contractor</i>	1 OCAHO	58	(1989)
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Selective Prosecution/Enforcement

<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	1 OCAHO	247	(1990)
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<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1 OCAHO	296	(1991)
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<i>United States v. Earl & Beverly McDougal d/b/a Grand Tradition</i>	4 OCAHO	687	(1994)
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<i>United States v. Law Offices of Manulkin, Glaser & Bennett</i>	1 OCAHO	100	(1989)
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<i>United States v. Martin Palominos-Talavera</i>	6 OCAHO	896	(1996)
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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. Ramada Inn Old Town</i>	1 OCAHO	105	(1989)
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<i>United States v. Weymoor Investments, Limited</i>	1 OCAHO	56	(1989)
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<i>S. v. Discover Financial Services, LLC</i>	12 OCAHO	1292	(2016)
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<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8 OCAHO	1011	(1998)
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Sixth Amendment

<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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Size of Business

<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4 OCAHO	592	(1994)
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<i>United States v. Four Star Knitting, Inc.</i>	6 OCAHO	868	(1996)
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<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4 OCAHO	692	(1994)
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<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6 OCAHO	848	(1996)
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<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
Sovereign				
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	510	(1993)
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	324	(1991)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	363	(1991)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	415	(1991)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	426	(1992)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	709	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	709	(1994)
<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO	1057	(2000)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. Auburn University</i>	4	OCAHO	688	(1994)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	246	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	246	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	24	(1988)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)
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<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	869	(1996)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	915	(1997)
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
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<i>Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville</i>	6	OCAHO	881	(1996)

<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
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<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO	1304	(2017)
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306 a	(2018)
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<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
<i>United States v. Citizens Utilities Company, Inc., Telephone Division</i>	1	OCAHO	161	(1990)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	886	(1996)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	298	(1991)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Local Building & 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>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
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<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
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<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
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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>S. v. Neiman Marcus Group</i>	13	OCAHO	1323	(2020)

<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	899	(1996)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
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<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
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<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
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<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
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<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
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<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)
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<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
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<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	864	(1996)
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<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
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<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
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<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
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<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
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<p><i>Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.</i></p> <p>Use</p>	<p>5 OCAHO 746 (1995)</p>
<p><i>United States v. Pedro Dominguez</i></p>	<p>7 OCAHO 972 (1997)</p>
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<p><i>United States v. Oscar Eduardo Villatoro-Guzman</i></p> <p>Generally</p>	<p>4 OCAHO 652 (1994)</p>
<p><i>United States v. Ana Maria Villegas-Valenzuela</i></p>	<p>5 OCAHO 784 (1995)</p>
<p><i>United States v. Armando Alvarez-Suarez</i></p>	<p>4 OCAHO 655 (1994)</p>
<p><i>United States v. Cristina Galeas</i></p>	<p>5 OCAHO 790 (1995)</p>
<p><i>United States v. Kaday Musu Thoronka</i></p>	<p>5 OCAHO 725 (1995)</p>
<p><i>United States v. Orlando Diaz-Rosas</i></p>	<p>4 OCAHO 702 (1994)</p>
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<p><i>United States v. Townsend Culinary, Inc.</i></p> <p>Depositions Should Be Cancelled if Testimony is Not Necessary, Relevant, and/or Non-duplicative</p>	<p>7 OCAHO 996 (1998)</p>
<p><i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i></p> <p>Failure to Appear</p>	<p>12 OCAHO 1271 (2016)</p>
<p><i>Benjamin A. K. Yohan v. Central State Hospital</i></p>	<p>4 OCAHO 622 (1994)</p>

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United States v. Pedro Dominguez

6 OCAHO 910 (1997)

United States v. Roberto C. Davila

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9 OCAHO 1084 (2002)

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4 OCAHO 651 (1994)

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4 OCAHO 699 (1994)

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6 OCAHO 863 (1996)

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6 OCAHO 895 (1996)

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6 OCAHO 902 (1996)

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7 OCAHO 962 (1997)

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9 OCAHO 1084 (2002)

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6 OCAHO 897 (1996)

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<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1079	(2002)
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<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	798	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	305	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	369	(1991)
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Four Star Knitting, Inc.</i>	5	OCAHO	815	(1995)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO	560	(1993)
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO	805	(1995)
ALJ May Impose Sanctions For Failure to Comply With a Discovery Order				
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320 a	(2019)
ALJ May Issue Protective Order Upon Showing of Good Cause				
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ALJ Must Exercise Discretion in Resolving Discovery Disputes

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ALJ Not Bound By Federal Rules of Civil Procedure

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Attorney Work Product

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Burden of Proof

Dinko Sefic v. Marconi Wireless 9 OCAHO 1125 (2007)
United States v. Rose Acre Farms, Inc. 12 OCAHO 1285 (2016)
United States v. Volvo Trucks North America, Inc. 7 OCAHO 994 (1998)
United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash 7 OCAHO 989 (1998)

Burden of Proof in Objections to Discovery Requests

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13 OCAHO 1324 (2020)

Business Records Used in Normal Course of Human Resource Duties Not Privileged

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12 OCAHO 1285 (2016)

Caution Required in Imposing Discovery Burden On Non-Party

United States v. Durable, Inc.

11 OCAHO 1221 (2014)

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9 OCAHO 1125 (2007)

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9 OCAHO 1078 (2002)

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8 OCAHO 1031 (1999)

Elizabeth S. Mengarpuan v. Asbury Methodist Village

4 OCAHO 612 (1994)

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9 OCAHO 1112 (2004)

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9 OCAHO 1087 (2002)

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4 OCAHO 613 (1994)

United States v. Allen Holdings, Inc.

9 OCAHO 1059 (2000)

United States v. Marvlee, Inc.

5 OCAHO 728 (1995)

United States v. Robison Fruit Ranch, Inc.

4 OCAHO 700 (1994)

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

4 OCAHO 636 (1994)

United States v. Select Temporaries, Inc. d/b/a Select Personnel Services

9 OCAHO 1082 (2002)

United States v. Townsend Culinary, Inc.

7 OCAHO 996 (1998)

Data Not Shown to Expert or Used to Prove Case Is Not Relevant Evidence

<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
Deposing Opposing Counsel				

<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	(2012)
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<i>Dave O'Brien Tingling v. City of Richmond, VA</i>	13	OCAHO	1324	(2020)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jose Proto Alcaraz v. General Motors Corporation</i>	7	OCAHO	962	(1997)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	(2012)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	910	(1997)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	895	(1996)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	903	(1996)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	902	(1996)

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

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
Discovery Cannot Be A Fishing Expedition for Other Potential Wrongdoing Not Relevant to Claim				

<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332 a	(2020)
Discovery Permitted as to Any Matter Relevant to Subject Matter of Case and Not Privileged				

<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332 a	(2020)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)

Discovery Sanctions May Include Adverse Inferences or Rulings Against the Non-Complying Party

<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320 a	(2019)
Dismissal of Claims as a Discovery Sanction				
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320 a	(2019)
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<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
Disputes About Temporal Scope of Discovery Resolved in the Factual Context of Each Case				
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
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<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<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. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	531	(1993)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285	(2016)
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash</i>	7	OCAHO	989	(1998)
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<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
Employment Practices Outside Limitations Period Always Potentially Relevant				
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
Evasive or Incomplete Response To Discovery May Be Treated as Failure to Respond				

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
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<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	777	(1995)
<i>United States v. David Segura-Sataray</i>	4	OCAHO	708	(1991)
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
Fourth Amendment				
<i>United States v. C&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)
Frequency and Extent of Discovery May Be Limited by ALJ Sua Sponte or Upon Motion				
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332 a	(2020)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Frequency and Extent of Discovery May Be Limited If Burden/Expense Outweighs Likely Benefit				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
General, Conclusory Assertion of Irrelevance, Overbreadth or Undue Burden Insufficient Objection				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
Generally				
<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	(1992)
<i>Chand Wije v. Barton Springs/Edwards Aquifier C.D.</i>	4	OCAHO	635	(1994)
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	460	(1992)
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	487	(1993)
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	568	(1993)

<i>Galdino Casillas Garcia v. McCarron Electric Company</i>	5	OCAHO	747	(1995)
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
<i>In re Investigation of Valley Crest Tree Company, Subpoena</i>	3	OCAHO	579	(1993)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	6	OCAHO	911	(1997)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	415	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	53	(1989)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	802	(1995)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	4	OCAHO	678	(1994)
<i>Sergio Flores Ortiz v. Moll-Tex Broadcasting Company</i>	3	OCAHO	440	(1992)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	1	OCAHO	247	(1990)
<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. Alberta Sosa, Inc.</i>	5	OCAHO	731	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. All World Imports, Inc. d/b/a Andre Pierre Imports</i>	2	OCAHO	344	(1991)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	651	(1994)
<i>United States v. Armstrong Painting and Waterproofing and Modesto Sevilla</i>	1	OCAHO	231	(1991)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	536	(1993)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	305	(1991)
<i>United States v. Cleopatra International Jewelry, Inc.</i>	1	OCAHO	186	(1990)

<i>United States v. Creation & Innovation</i>	3	OCAHO	491	(1993)
<i>United States v. Daniel Fenton Wilde, Individually and d/b/a Danny Wilde Farm</i>	1	OCAHO	213	(1990)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	514	(1993)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Feliciano Aguas-Avalos</i>	4	OCAHO	642	(1994)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
<i>United States v. Harris Ranch Beef Company</i>	1	OCAHO	277	(1990)
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<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Ideal Tortilla Factory, Inc.</i>	2	OCAHO	366	(1991)
<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO	119	(1989)
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	2	OCAHO	394	(1990)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Law Offices of Manulkin, Glaser & Bennett</i>	1	OCAHO	100	(1989)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	96	(1989)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	142	(1990)
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<i>United States v. Manca Imports, Inc.</i>	1	OCAHO	268	(1990)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Marvlee, Inc.</i>	5	OCAHO	728	(1995)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	380	(1991)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	472	(1992)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	319	(1991)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	452	(1992)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)

<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	318	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	328	(1991)
<i>United States v. Otilio Franco d/b/a Cruz Leyva Construction</i>	1	OCAHO	82	(1989)
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO	560	(1993)
<i>United States v. R & C Tours (Guam), Inc.</i>	2	OCAHO	393	(1989)
<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	105	(1989)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	492	(1993)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	555	(1993)
<i>United States v. Sam Y. Ro d/b/a Daruma Japanese Restaurant</i>	1	OCAHO	265	(1990)
<i>United States v. San Diego Semiconductors, Inc.</i>	1	OCAHO	190	(1990)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	1	OCAHO	252	(1990)
<i>United States v. Scandia Interiors, Inc.</i>	1	OCAHO	290	(1991)
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<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO	422	(1992)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO	390	(1991)
<i>United States v. Westin Galleria & Westin Oaks Hotel</i>	4	OCAHO	701	(1994)
<i>United States v. William D. Clark d/b/a Tidwell Medical Center</i>	5	OCAHO	771	(1995)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	35	(1988)
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5 OCAHO 739 (1995)

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4 OCAHO 608 (1994)

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13 OCAHO 1324 (2020)

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6 OCAHO 911 (1997)

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7 OCAHO 964 (1997)

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5 OCAHO 820 (1995)

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4 OCAHO 639 (1994)

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7 OCAHO 976 (1997)

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9 OCAHO 1082 (2002)

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13 OCAHO 1332 a (2020)

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9 OCAHO 1104 (2004)

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13 OCAHO 1320 a (2019)

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10 OCAHO 1213 (2014)

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10 OCAHO 1157 (2012)

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9 OCAHO 1125 (2007)

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9 OCAHO 1087 (2002)

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12 OCAHO 1285 (2016)

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9 OCAHO 1082 (2002)

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9 OCAHO 1078 (2002)

Motion to Compel Discovery is Facially Invalid If Certificate of Good Faith Conferment Missing

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11 OCAHO 1221 (2014)

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11 OCAHO 1234 (2014)

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11 OCAHO 1220 (2014)

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11 OCAHO 1220 (2014)

OCAHO Has Broad Authority to Control Discovery

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13 OCAHO 1332 a (2020)

OCAHO Rules Do Not Impose Numerical Limits on Number of Interrogatories

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11 OCAHO 1234 (2014)

Party May Not Seek Discovery Through Administrative Review When It Had Ample Time for Discovery in Prehearing Process

United States v. M & D Masonry

10 OCAHO 1215 (2014)

Party Receiving Discovery Requests Must Answer or State Objections Within 30 Days

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11 OCAHO 1234 (2014)

Party Resisting Discovery Has Burden of Demonstrating That Objection Is Justified

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13 OCAHO 1324 (2020)

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11 OCAHO 1234 (2014)

Party Seeking Protective Order Has Burden of Showing Good Cause

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9 OCAHO 1125 (2007)

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6 OCAHO 883 (1996)

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9 OCAHO 1084 (2002)

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9 OCAHO 1087 (2002)

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13 OCAHO 1320 (2019)

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4 OCAHO 644 (1994)

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6 OCAHO 897 (1996)

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4 OCAHO 700 (1994)

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12 OCAHO 1285 (2016)

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7 OCAHO 989 (1998)

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<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	(2012)
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<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	(2012)
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<i>United States v. Roberto C. Davila</i>	6	OCAHO	895	(1996)

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<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
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<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
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<i>Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321	(2019)
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<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
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<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle</i>	3	OCAHO	550	(1993)
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<i>Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
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<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
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<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)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
<i>George Suchta v. United States Postal Service</i>	2	OCAHO	327	(1991)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
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Norberto Sagal Torres v. Pacific Continental Textiles, Inc. 10 OCAHO 1203 (2013)

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Discrimination Actionable Only If OSC/IER Charge Filed Within 180 Days of Alleged Act

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<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO	144	(1990)
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<i>Juan Antonio Martinez v. Ray's Bar-B-Que</i>	9	OCAHO	1120	(2005)
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<i>Roberto Decasez-Martinez v. Tyson Foods, Inc.</i>	2	OCAHO	372	(1991)
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<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
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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	709	(1994)
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<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>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<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>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
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<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)

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<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>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>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>Raul A. Gonzalez v. Tri-Component Products, Inc.</i>	9	OCAHO	1118	(2005)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
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Intentional Discrimination If Employer Treats Some People Less Favorably Due to Prohibited Factor

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<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Cormia v. Home Care Giver Services</i>	10	OCAHO	1160	(2012)
<i>Corneliu Curuta v. United States Water Conservation Laboratory</i>	3	OCAHO	459	(1992)
<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	528	(1993)
<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)
<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>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
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<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	(1999)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	663	(1994)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
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<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1124	(2008)
<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)
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<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
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<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
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<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
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<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
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<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>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
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<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
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<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1015	(1998)
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<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)
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<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	(2015)
<i>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>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326	(2019)
<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)
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<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)
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<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)
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<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)
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>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)

DISMISSAL

Abandonment

<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO	598	(1994)
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	622	(1994)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO	605	(1994)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	628	(1994)
<i>Noe Rodriguez v. Tyson Foods, Inc.</i>	9	OCAHO	1109	(2004)
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & 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>Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321	(2019)

<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)
Default				
<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

Mike De Leon v. Longoria Farms/Martin Longoria 13 OCAHO 1320 a (2019)

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

United States v. Sahara Wireless International, Inc. 11 OCAHO 1262 (2015)

Dismissal Without Prejudice Leaves the Parties As If No Action Had Been Brought At All

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

United States v. Sahara Wireless International, Inc. 11 OCAHO 1262 (2015)

Documents Attached to Complaint Considered Part of Complaint

S. v. Neiman Marcus Group 13 OCAHO 1323 (2020)

Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc. 13 OCAHO 1321 (2019)

Even Under Liberal Pleading Standards, Claims Lacking Adequate Basis Must Be

Dismissed

12 OCAHO 1282 (2016)

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

Failure to Respond

10 OCAHO 1177 (2013)

United States v. Mitchell Greif, President, Coast Poly, LLC

Failure to Respond to an Order May Be Deemed an Abandonment of a Party's Complaint

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

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

United States v. Ferrantino Fuel Corp. 13 OCAHO 1335 (2020)

Failure To Respond to an Order May Be Deemed an Abandonment of a Party's Request for a Hearing

United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC 11 OCAHO 1265 (2015)

Failure to State a Claim

<i>Amadeo Gonzalez v. Phoenix Motor Company</i>	3	OCAHO	410	(1992)
<i>S. 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>Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321	(2019)
<i>Carlos Alfredo Osorno v. Cesar Geraldo, Owner, Reliable Graphics, Inc.</i>	1	OCAHO	275	(1990)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Daniel Cavazos v. Wanxiang America Corporation</i>	10	OCAHO	1138	(2011)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	419	(1992)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Frank Thomas Brown v. Baltimore City Public Schools</i>	3	OCAHO	480	(1992)
<i>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>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation</i>	4	OCAHO	707	(1994)
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Robert S. Mathews v. Goodyear Tire & Rubber Company</i>	7	OCAHO	929	(1997)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	461	(1992)

<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>Susan K. Horst v. Juneau School District City and Borough of Juneau</i>	7	OCAHO	957	(1997)
<i>United States v. Azteca Restaurant, Northgate</i>	1	OCAHO	33	(1988)
<i>United States v. Capitol Arts & Frames, Inc.</i>	1	OCAHO	229	(1990)
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326	(2019)
<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	(2020)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO	935	(1997)
Final Order of Dismissal Based on Abandonment Analogous to Entry of Default Judgment				
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
Frivolous Complaint				
<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
Generally				
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	(1993)
<i>Ahmad S. Elhajomar v. City and County of Honolulu</i>	1	OCAHO	246	(1990)
<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	(1992)
<i>Bassey J. Udofot v. 88 Vapor Technologies</i>	3	OCAHO	506	(1993)
<i>Bassey J. Udofot v. General Electric Company, Astro-Space Division</i>	1	OCAHO	205	(1990)
<i>Bassey J. Udofot v. Kaman Sciences Corporation</i>	1	OCAHO	208	(1990)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)

<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	547	(1993)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	392	(1991)
<i>Cristina Escalante v. California Commerce Bank</i>	1	OCAHO	64	(1989)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	884	(1996)
<i>Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>Errol Williams v. Lucas & Associates</i>	1	OCAHO	272	(1990)
<i>Errol Williams v. Lucas & Associates</i>	2	OCAHO	357	(1991)
<i>Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche</i>	1	OCAHO	222	(1990)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	558	(1993)
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Grzegorz Piotrek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	484	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	476	(1992)
<i>Hector Cascante v. Kayak Club</i>	1	OCAHO	223	(1990)
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO	144	(1990)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	432	(1992)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	214	(1990)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	227	(1990)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	266	(1990)
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)
<i>Jimmy-Jack Jackai v. Frito-Lay, Inc. and North Texas State University Career Planning and Placement Service</i>	1	OCAHO	188	(1990)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Juan Antonio Cardona Godinez v. Armguard Security Patrol</i>	3	OCAHO	490	(1993)
<i>Lazaro Antonio Arrieta v. Michigan Employment Security Commission</i>	3	OCAHO	471	(1992)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)

<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Malek Ebrahim Hatam v. Mr. Nasser Zaghi, Park General, Inc.</i>	1	OCAHO	160	(1990)
<i>Manuel Garcia v. Watertown Nurseries</i>	1	OCAHO	233	(1990)
<i>Marcelino Rivera v. Trees Now, Inc.</i>	1	OCAHO	234	(1990)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	562	(1993)
<i>Maria Guzman v. Guardian Electric Manufacturing Company</i>	3	OCAHO	546	(1993)
<i>Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)</i>	3	OCAHO	508	(1993)
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	(1991)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Moises Reyes v. Pilgrim Psychiatric Center</i>	3	OCAHO	529	(1993)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO	916	(1997)
<i>Troncoso v. Ferlin Service Industries</i>	1	OCAHO	110	(1989)
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	391	(1991)
<i>United States v. Auburn University</i>	4	OCAHO	658	(1994)
<i>United States v. Azteca Restaurant, Northgate</i>	1	OCAHO	33	(1988)
<i>United States v. Bayley's Quality Seafoods, Inc.</i>	1	OCAHO	249	(1990)
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO	250	(1990)
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
<i>United States v. Commander Construction, Inc. t/a Commander Construction Company</i>	1	OCAHO	32	(1988)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Farmers Insurance Group of Companies</i>	1	OCAHO	22	(1988)
<i>United States v. Francisco's Restaurant, Inc.</i>	1	OCAHO	206	(1990)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	320	(1991)

<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	681	(1994)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	264	(1990)
<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO	6	(1988)
<i>United States v. Law Offices of Manulkin, Glaser & Bennett</i>	1	OCAHO	100	(1989)
<i>United States v. Lectro Tek Services, Inc.</i>	1	OCAHO	172	(1990)
<i>United States v. Leticia Cruz-Mandoza</i>	5	OCAHO	750	(1995)
<i>United States v. Lighthouse Restaurant</i>	1	OCAHO	7	(1988)
<i>United States v. Marcos Iniguez-Casillas</i>	6	OCAHO	870	(1996)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
<i>United States v. McDonnell Douglas Corporation</i>	3	OCAHO	507	(1993)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	202	(1990)
<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	103	(1989)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>United States v. Simon Osagie Iyawo</i>	5	OCAHO	744	(1995)
<i>United States v. Sizzler Restaurants International, Inc.</i>	2	OCAHO	325	(1991)
<i>United States v. Sparky's Waterfront Saloon, Inc.</i>	1	OCAHO	126	(1990)
<i>United States v. Tenampa Ballroom</i>	1	OCAHO	38	(1988)
<i>United States v. Victor Hugo Baches-Corado</i>	3	OCAHO	571	(1993)
<i>United States v. Visit USA Bureau - San Francisco, Inc.</i>	1	OCAHO	155	(1990)
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO	741	(1995)
Joint Motion				
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
Jurisdiction				
<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321	(2019)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)

<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO	925	(1997)
<i>Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.</i>	6	OCAHO	850	(1996)

Motions for Voluntary Dismissal Generally Granted Unless Non-Moving Party Will Suffer Prejudice

<i>Cheryl Ann Hughes v. Fiat Chrysler Automotive</i>	13	OCAHO	1336	(2020)
<i>Mark Scheller Hooper v. Intel Corporatiion</i>	13	OCAHO	1330	(2019)
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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>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)
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DOCUMENT FRAUD

Burden of Proof

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United States v. Kaday Musu Thoronka 5 OCAHO 725 (1995)

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

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<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)
Summary Decision				
Knowledge				
<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO	993	(1998)
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)
Form I-94				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
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)
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)
DUTY				
Employee				
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
Employer(s)				

<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)

Form I-9

<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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Form I-9

<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)				
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	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				
Loleitha Atheria Wilson v. Waste Connections, Inc.	13	OCAHO	1315	(2019)
Participation in E-Verify Doesn't Exempt Employer From Completing, Retaining and Producing I-9s				

<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)
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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				

<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228	(2014)
Loss of Grandfathered Status				
<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)
Mere Name on List or I-9 Without Proof of Remuneration Insufficient to Prove Employment				
<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. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
Must Look At Individual's Level of Control Within Entity to Determine Whether Employee				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
National Origin				
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	(1995)
National Origin Claim(s)				
<i>Cormia v. Home Care Giver Services</i>	10	OCAHO	1160	(2012)
<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)
Neither Form of Entity Nor Individual's Title is Determinative of Employee Status				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Owner/Partner Not an Employee Where There is a Showing of Ownership and Control Over the Enterprise				
<i>United States v. Homestead Metal Recycling Corp.</i>	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 Determine Whether Individual Is An Independent Contractor Or An Employee				

<i>United States v. Saidabrор 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)
EMPLOYER PRACTICES				
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)

Discrimination

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

Citizenship Status

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

Evidence

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

Document Abuse

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

Documents

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

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

Production

<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>James D. Westendorf v. Brown & 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)

Generally

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

Hire/Hiring

<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle</i>	3	OCAHO	550	(1993)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	558	(1993)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)

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

<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)

EMPLOYER PRACTICES/REDUCTION IN FORCE

<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)

Duty

<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO	826	(1995)
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Generally

<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>United States v. General Dynamics</i>	3	OCAHO	517	(1993)

Independent Contractor(s)

<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)

Individual Capacity

<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)

Knowledge

<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)

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

Successorship Liability

<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.</i>	12	OCAHO	1291	(2016)
<i>United States v. Spring & Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)

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<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)
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Authorization

<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)

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

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

United States v. ABC Roofing & Waterproofing, Inc. 2 OCAHO 358 (1991)

Knowledge of Employer

Gloria Ondina-Mendez v. Sugar Creek Packing Company 9 OCAHO 1075 (2001)

United States v. 4431, Inc. t/a Candlelight Inn 4 OCAHO 611 (1994)

United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana 5 OCAHO 794 (1995)

United States v. China Wok Restaurant, Inc., a Nebraska Corporation 4 OCAHO 608 (1994)

United States v. Oscar Chacon, Sr. 3 OCAHO 578 (1993)

Evidence

Cormia v. Home Care Giver Services 10 OCAHO 1160 (2012)

Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC 10 OCAHO 1134 (2010)

Generally

United States v. Alberta Sosa, Inc. 6 OCAHO 831 (1996)

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

United States v. Honeybake Farms, Inc. 2 OCAHO 311 (1991)

United States v. Mr. Z Enterprise 1 OCAHO 288 (1991)

United States v. Power Operating Company 3 OCAHO 580 (1993)

United States v. Ricardo Calderon, Inc. 6 OCAHO 832 (1996)

Grandfathered Employees

United States v. The Red Coach Restaurant, Inc. 10 OCAHO 1195 (2013)

Independent Contractor(s)

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

United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction 2 OCAHO 309 (1991)

United States v. Mr. Z Enterprise 1 OCAHO 288 (1991)

United States v. Power Operating Company 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

"Substantially Justified" EAJA Standard Does Not Apply in Private Cases Under Section 1324b

<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320 a	(2019)
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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

<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i> Time Computation(s)	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. Chancery Staffing Solutions, LLC et al. 13 OCAHO 1326 a (2019)

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				
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
Equitable Tolling				
<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)
Exhibits				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
Factual Allegations Made Only in a Brief or Memorandum Are Not Evidence				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<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)
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<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)
Generally				
<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 Aquifer 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>Cheryl Ann Hughes v. Fiat Chrysler Automotive</i>	13	OCAHO	1336	(2020)
<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>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320 a	(2019)
<i>United States v. Johnny & Leona Entertainment, LLS d/b/a Rockin Bar & Grill</i>	13	OCAHO	1325	(2019)
<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

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

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

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)

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

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

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

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

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

ALJ Can Consider Public Policy of Leniency to Small Entities

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)

<i>United States v. Muniz Concrete & 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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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)
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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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(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. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Failure to Prepare Form I-9 Generally Warrants Higher Penalty Than Do Errors or Omissions on Form				
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
Failure to Prepare I-9 Among Most Serious Paperwork Violations				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Prepare I-9 More Serious Than Paperwork Violations				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Failure to Present I-9 Forms Due to Loss Is Still a Serious Violation				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Properly Complete I-9 Less Serious Than Failure to Prepare or Present I-9				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Failure to Timely Prepare Form I-9 Is A Serious Violation				

<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Generally				
<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	(1993)
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)

<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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)
Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Leniency Toward Small Entities				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)

<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
Mitigation				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Giambli Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	825	(1995)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
No Deterrent Effect When Employer Is No Longer in Business				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Muniz Concrete & 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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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 Equitable Factor Bears Burden of Presenting Supporting Evidence				
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
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 Procedures				
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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

United States v. SKZ Harvesting, Inc.

11 OCAHO 1266 (2016)

Statute Does Not Prohibit Consideration of Unenumerated Factors

United States v. Clean Sweep Janitor Service

11 OCAHO 1226 (2014)

United States v. Crescent City Meat Company, Inc.

11 OCAHO 1223 (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)

United States v. Senox Corporation

11 OCAHO 1219 (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)

<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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				
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
Employer Must Ensure Employee Completes and Signs Form I-9 Section 1 On Date of Hire				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
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 Completion of Section 3 In Lieu of Section 2 Constitutes Substantive Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(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. 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. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)

Employers Must Prepare and Retain Forms I-9 for Employees Hired After November 6, 1986

United States v. Imacuclean Cleaning Services, LLC

13 OCAHO 1327 (2019)

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. Imacuclean Cleaning Services, LLC

13 OCAHO 1327 (2019)

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)

<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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)
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)

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

United States v. Durable, Inc.

11 OCAHO 1229 (2014)

Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation

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

12 OCAHO 1271 b (2016)

United States v. Hartmann Studios, Inc.

11 OCAHO 1255 (2015)

United States v. Niche, Inc.

11 OCAHO 1250 (2015)

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

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

12 OCAHO 1276 (2016)

Form I-9 Timely Prepared If Section 1 Completed at Hire and Section 2 Within Three Days of Hire

United States v. Cawoods Produce, Inc.

12 OCAHO 1280 (2016)

United States v. Intelli Transport Services, Inc.

13 OCAHO 1319 (2019)

United States v. Muniz Concrete & Contracting, Inc.

12 OCAHO 1278 (2016)

United States v. Senox Corporation

11 OCAHO 1219 (2014)

United States v. Speedy Gonzalez Construction, Inc.

11 OCAHO 1228 (2014)

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

12 OCAHO 1289 (2016)

Generally

United States v. Alberta Sosa, Inc.

6 OCAHO 831 (1996)

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

5 OCAHO 794 (1995)

United States v. Corporate Loss Prevention Associates, Ltd.

6 OCAHO 908 (1997)

United States v. David Segura-Sataray

4 OCAHO 703 (1994)

United States v. Davis Nursery, Inc.

4 OCAHO 694 (1994)

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

4 OCAHO 627 (1994)

United States v. Harran Transportation Company, Inc.

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 Iyawo</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. Lazy Days South, Inc.</i>	13	OCAHO	1322 c	(2020)
<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				

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)

Use of Section 3 of Form I-9 Only Proper If Employee Is Rehired or Work Authorization Expires

United States v. Durable, Inc.

11 OCAHO 1231 (2014)

FOURTH AMENDMENT

Consent

United States v. David Jenkins

5 OCAHO 743 (1995)

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

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

12 OCAHO 1271 (2016)

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

12 OCAHO 1271 b (2016)

Evidence Obtained Through Egregious Actions by DHS Officials May Be Suppressed

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

12 OCAHO 1271 (2016)

Exclusionary Rule

United States v. David Jenkins

5 OCAHO 743 (1995)

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

12 OCAHO 1271 (2016)

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

12 OCAHO 1271 a (2016)

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

12 OCAHO 1271 b (2016)

United States v. Israel Velasquez-Tabir

6 OCAHO 909 (1997)

United States v. Julio Carpio-Lingan

6 OCAHO 909 (1997)

Generally

<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)
Identity of a Respondent in Civil Proceedings is Never Itself Suppressible				

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
Identity of Sovereign Who Seizes Evidence Relevant in Assessing Deterrent Effect of Exclusion				

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

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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)
Good Faith Shown When Employer Makes Effort to Ascertain and Conform to its Legal Obligations				
<i>United States v. M & D Masonry, Inc.</i>	10	OCAHO	1211	(2014)
Good Faith Standard has Subjective Components				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
It Is Not Objectively Reasonable to Knowingly Create False Attestations in Section 2 of Form I-9				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
No Error in Finding That Pre-signing I-9 Forms in Batches Is Not Consistent with Good Faith				
<i>United States v. M & D Masonry</i>	10	OCAHO	1215	(2014)
Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith				
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
Requires Assessment of Whether Employer Honestly Exercised Reasonable Care and Diligence				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
GOOD FAITH DEFENSE				
Defense Only Available for Technical or Procedural - Not Substantive - Violations				

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
Good Faith Affirmative Defense Only Available for Technical/Procedural Violations				

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
Good Faith Defense at 8 U.S.C. 1324a(b)(6)(A) Only Available for Technical/Procedural Violations				

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247 a	(2015)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322 a	(2020)
Good Faith Defense At 8 U.S.C.1324a(a)(3) Applies Only to Knowing Hire Violations				

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322 a	(2020)
Good Faith Defense Does Not Apply to Substantive Violations				

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)

HEARING(S)

Abandonment

<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO	598	(1994)
<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	(1993)
<i>Troncoso v. Ferlin Service Industries</i>	1	OCAHO	110	(1989)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)

<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1177	(2013)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	473	(1992)
Bifurcation				
<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	781	(1995)
Consolidation				
<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO	1063	(2000)
Evidence				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
Generally				
<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO	598	(1994)
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
Jury Trial				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	623	(1994)
Permissive Joinder				
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
Prehearing Order				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
Representation				
<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	(1996)

Request for a Hearing

<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	698	(1994)
<i>United States v. Kanon Associated Services, Inc.</i>	5	OCAHO	800	(1995)
<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO	826	(1995)

Waiver of Evidentiary Hearing

<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>United States v. Marcos Iniguez-Casillas</i>	8	OCAHO	1001	(1998)

HEARSAY EVIDENCE

Generally

<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Mohammed Noorealam</i>	5	OCAHO	753	(1995)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)

Hearsay Is Freely Admissible in Administrative Proceeding if Probative and Reliable

<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)

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<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)

HIRE

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<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
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<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
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<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(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. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
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<i>United States v. Forsch Polymer Corporation</i>	10	OCAHO	1156	(2012)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1071	(2001)
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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. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	(2016)
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<i>United States v. Earl & Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO	687	(1994)
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)

<i>United States v. Italy Department Store, Inc.</i> Handbook for Employers	6 OCAHO 847 (1996)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i> ICE Does Not File a Charge With IER Before Filing a Complaint Under Section 1324a	9 OCAHO 1095 (2003)
<i>United States v. HRK Investments, Inc.</i> Misconduct	13 OCAHO 1318 (2019)
<i>United States v. David Jenkins</i> Recruitment	4 OCAHO 649 (1994)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i> IMMUNITY	5 OCAHO 760 (1995)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i> Transactional	10 OCAHO 1126 (2008)
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i> Use	4 OCAHO 644 (1994)
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<i>United States v. Robison Fruit Ranch, Inc.</i>	4 OCAHO 594 (1994)
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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. Italy Department Store, Inc.</i>	6	OCAHO	847	(1996)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)

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<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. Citizens Utilities Company, Inc., Telephone Division</i>	1	OCAHO	161	(1990)
<i>United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts</i>	1	OCAHO	54	(1989)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	463	(1992)

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<i>United States v. Southwest Marine Corporation, a California Corporation</i>	2	OCAHO	400	(1989)
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<i>United States v. Lea's Party Rentals, Inc.</i>	1	OCAHO	124	(1990)
<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. Pedro Dominguez</i>	7	OCAHO	973	(1997)
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<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
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<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. A & A Maintenance Enterprise, Inc.</i>	6	OCAHO	852	(1996)
<i>United States v. Abel Galvez-Malgarejo</i>	4	OCAHO	684	(1994)
<i>United States v. Carlos Antonio Aquino</i>	5	OCAHO	818	(1995)
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Hotel Valet, Inc. d/b/a New York Valet</i>	6	OCAHO	849	(1996)
<i>United States v. Moses Sportswear, Inc.</i>	6	OCAHO	841	(1996)
<i>United States v. Rodeo Night Club</i>	5	OCAHO	812	(1995)
<i>United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.</i>	5	OCAHO	749	(1995)
<i>United States v. U.S. Style, Inc.</i>	6	OCAHO	827	(1995)
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<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
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<i>Grzegorz Pioterek v. Scott Worldwide Food Service</i>	3	OCAHO	530	(1993)
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<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
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<i>United States v. Feliciano Leon-Gutierrez</i>	6	OCAHO	875	(1996)
<i>United States v. General Dynamics</i>	3	OCAHO	517	(1993)
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<i>United States v. Harran Transportation Company, Inc.</i>	6	OCAHO	857	(1996)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(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. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	616	(1994)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)

<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	(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)
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<i>Corneliu Curuta v. United States Water Conservation Laboratory</i>	3	OCAHO	459	(1992)
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<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	501	(1993)
<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)
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)
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<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>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>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(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. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	742	(1995)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
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<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	(2019)
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.</i>	6	OCAHO	851	(1996)
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<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. Leonor Yolanda Ortiz</i>	6	OCAHO	863	(1996)
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<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. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
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<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
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<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	549	(1993)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
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<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	539	(1993)
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<i>Juan Antonio Cardona Godinez v. Armguard Security Patrol</i>	3	OCAHO	490	(1993)
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<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
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<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)
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<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO	916	(1997)

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<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
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<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)

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<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
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<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)
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<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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<i>Olimpia Tovar v. United States Postal Service</i>	4	OCAHO	650	(1994)
Exclusive				
Citizenship Status				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)

Generally

<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)

Jurisdiction

<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)

Limitation(s)

<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
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<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)
National Origin				
<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)
National Origin Claim(s)				
<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>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	(2018)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)

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

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)

OCAHO Lacks Jurisdiction Over Claims Arising Under 42 U.S.C. 1981

<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	(2015)
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OCAHO Lacks Jurisdiction Over Claims Arising Under 8 U.S.C. § 1188

<i>Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321	(2019)
Office of Special Counsel Investigation(s)				
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1049	(2000)
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
Original				
Citizenship Status				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
Persons Protected				
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	6	OCAHO	880	(1996)
Temporary Protected Status				
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
Retaliation				
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	(1995)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
Sovereign				
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	689	(1994)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)

<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO	1057	(2000)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	869	(1996)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	915	(1997)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville</i>	6	OCAHO	881	(1996)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. Auburn University</i>	4	OCAHO	688	(1994)

Subject Matter Jurisdiction

<i>Cormia v. Home Care Giver Services</i>	10	OCAHO	1160	(2012)
<i>D'Amico v. Erie Community College</i>	7	OCAHO	948	(1997)
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	(2018)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Massala Prince Reffell v. Prairie View A&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)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)

Subpoena

<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)

<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	(1995)
Subsequent to Final Order				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
Tax Protester				
<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Lee v. AT&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>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)
Temporary Protected Status (TPS)				
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
The Issue of Subject Matter Jurisdiction May Be Raised at Any Time				
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)

Time Computation(s)

<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Auburn University</i>	4	OCAHO	602	(1994)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)

Time Limitation(s)

<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO	809	(1995)
<i>Leonid Naginsky v. Department of Defense and EG&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)
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<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. Giambliis 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)
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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)
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)
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)
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
LEGISLATIVE HISTORY				
Disparate Treatment				
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
Document Abuse				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
Generally				
<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. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
LIABILITY				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1100	(2003)
Citizenship Status Discrimination				

<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
Final Order				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1100	(2003)
Continuing Violation(s)				
<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	940	(1997)
Co-Owners of an Enterprise are Jointly and Severally Liable				
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)
Corporate Veil				
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
Corporation(s)				
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	780	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
Employer Cannot Avoid Liability by Submitting I-9s After the Deadline Unless Extension is Granted				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Employers Are Routinely Held Liable for Acts of the Authorized Agents				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)

Failure to Complete I-9 Form for Employee Who Works Fewer Than Three Business Days

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

United States v. Golden Employment Group, Inc. 12 OCAHO 1274 (2016)

Failure to Produce I-9 Form for Individual Whose Name is Not Listed on Employer's Records

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

Generally

United States v. Cristina Galeas 5 OCAHO 790 (1995)

United States v. Maria Teresa De Jesus Morales-Martinez 5 OCAHO 727 (1995)

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

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

Individual Capacity

Mr. Doron Tal v. M. L. Energia, Inc. 4 OCAHO 639 (1994)

No Liability for Employees Not Named in Notice of Intent to Fine or Complaint

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

Paperwork Requirement(s)/Violation(s)

United States v. 4431, Inc. t/a Candlelight Inn 4 OCAHO 611 (1994)

United States v. Corporate Loss Prevention Associates, Ltd. 6 OCAHO 908 (1997)

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

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

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 (2019)

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

United States v. Onion River Sports, Inc. 4 OCAHO 673 (1994)

United States v. R&M Fashion, Inc. 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)
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Employment Authorization

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
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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)
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. Giambilis 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)
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				
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<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)
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<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)
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<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)
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<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	169	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
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<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
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<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)

<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)

Seriousness of Violation(s)

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

<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. MEMF, LLC d/b/a Black & 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)
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<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)
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<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
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<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
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<i>United States v. Agripac, Inc.</i>	8	OCAHO	1028	(1999)
<i>United States v. Alexander's Inc. d/b/a Homestead Tomato Packing Company</i>	3	OCAHO	504	(1993)
<i>United States v. Burns and Intra-Continental Enterprises</i>	4	OCAHO	679	(1994)
<i>United States v. Felipe De Leon-Valenzuela</i>	8	OCAHO	1004	(1998)
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	162	(1990)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	504	(1993)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	6	OCAHO	913	(1997)

<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO	741	(1995)
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<i>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)
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<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)
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<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
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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>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)
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<i>United States v. Swift & Co.</i>	9	OCAHO	1068	(2001)
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<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)
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<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO	1154	(2012)
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<i>Chand Wije v. Barton Springs/Edwards Aquifier C.D.</i>	4	OCAHO	635	(1994)
<i>In re Investigation of Carolina Employers Association, Subpoena</i>	3	OCAHO	455	(1992)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	341	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1089	(2003)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	4	OCAHO	678	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	731	(1995)
<i>United States v. Creation & Innovation</i>	3	OCAHO	527	(1993)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	(1992)
<i>United States v. Feliciano Leon-Gutierrez</i>	6	OCAHO	875	(1996)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	452	(1992)

<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	492	(1993)
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<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	341	(1991)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	228	(1990)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
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<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
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<i>United States v. Feliciano Aguas-Avalos</i>	4	OCAHO	642	(1994)
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<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326	(2019)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	(2020)
<i>United States v. HRK Investments, Inc.</i>	13	OCAHO	1318	(2019)
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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. Boah Fashion, Corporation</i>	1	OCAHO	281	(1990)
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO	226	(1990)
<i>United States v. Capitol Arts & Frames, Inc.</i>	1	OCAHO	229	(1990)
<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO	723	(1995)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. Desert Palace, Inc.</i>	9	OCAHO	1067	(2001)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO	387	(1991)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	(2001)
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<i>United States v. Gregorio Alabada Makilan</i>	4	OCAHO	610	(1994)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	(1990)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	534	(1993)
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO	706	(1994)
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO	540	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	541	(1993)
<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO	253	(1990)
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO	98	(1989)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)

<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO	370	(1991)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
<i>United States v. Walia's, Inc. d/b/a Walia's Restaurant</i>	1	OCAHO	122	(1990)
Evidence				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
Good Faith Defense				
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
Motion to Strike Affirmative Defenses				
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
Motion(s) to Quash				
<i>United States v. Edith Fine</i>	1	OCAHO	89	(1989)
OCAHO ALJs May Consider Substantive Motions to Reconsider Interlocutory Orders				
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285 a	(2018)
OCAHO Rules Do Not Specifically Authorize Motions to Reconsider Final Orders in 1324b Cases				
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 b	(2018)
Posthearing Motion				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
Prehearing Motion				
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
Pro Se Motions May Be Construed Liberally				
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 b	(2018)
Reconsideration				

<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 b	(2018)
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	384	(1991)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	(1995)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
<i>United States v. Four Star Knitting, Inc.</i>	5	OCAHO	815	(1995)
<i>United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts</i>	1	OCAHO	730	(1989)
<i>United States v. Min Goldblatt & Sons, Inc. t/a J.J.L.C.</i>	1	OCAHO	170	(1990)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	502	(1993)
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO	339	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	312	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	373	(1991)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	201	(1990)
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285 a	(2018)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	104	(1989)
Final Order				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
Reconsideration of Final Orders in 8 U.S.C. Section 1324b Cases				
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 b	(2018)
Re-Open Case				
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	603	(1994)
Requests Are Required to Be Made By Motion				
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	(2015)
Sanctions				

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	553	(1993)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services</i>	3	OCAHO	444	(1992)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	472	(1992)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO	560	(1993)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO	390	(1991)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)

Subject Matter Jurisdiction

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)

Summary Decision

<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Ephrain Manuel Berlanga v. Butterball Company</i>	4	OCAHO	669	(1994)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)

Supplemental

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

When Considering Motion to Dismiss, Court Limits Analysis to the Four Corners of the Complaint

<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322 a	(2020)
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Withdrawal

<i>United States v. Auburn University</i>	4	OCAHO	662	(1994)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<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. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	3	OCAHO	589	(1993)

MOTIONS TO COMPEL

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

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)

Must Include Nature of Request, Objections, Arguments, and Good Faith Attempt to Resolve

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

United States v. Durable, Inc. 11 OCAHO 1221 (2014)

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

Whether and When Individual Was Employed Relevant to Whether Employer Had Duty to Retain I-9

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

NATIONAL ORIGIN

Kevin Raffay v. Western Digital 10 OCAHO 1159 (2012)

Claims Against Employers With Fifteen or More Employees Not Within Scope of Section 1324b

Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership 11 OCAHO 1254 (2015)

<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	(2018)
<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>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)

Claims Against Employers With Fifteen or More Employees Should Be Referred to EEOC

<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	(2015)
<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>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)

Jurisdiction

<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.</i>	8	OCAHO	1005	(1998)
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Drahomira 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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Appearance

<i>Johnson v. Florida Power Corporation</i>	7	OCAHO	981	(1997)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	334	(1991)
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	(1989)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway</i>	3	OCAHO	485	(1993)
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO	680	(1994)

Bifurcation

<i>United States v. Mid-Island Jericho Motel, Inc. d/b/a Ramada Inn</i>	3	OCAHO	468	(1992)
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Separate Proceeding to Assess Civil Penalties

<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)
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Completion of I-9 after Notice of Inspection

<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
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Generally

<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
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<i>United States v. Big Bear Market</i>	1	OCAHO	49	(1989)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	514	(1993)
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	(1992)
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO	847	(1996)
<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO	6	(1988)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. Marcos Iniguez-Casillas</i>	8	OCAHO	1001	(1998)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)
Hearing(s)				
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	512	(1993)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
<i>United States v. Sea Dart Trading Corporation</i>	2	OCAHO	336	(1991)
Inspection				
<i>United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall</i>	2	OCAHO	353	(1991)
<i>United States v. Earl & Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO	687	(1994)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
Legal Rights				
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)

Letter of Determination

<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)

Notice of Inspection

<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Citizens Utilities Company, Inc., Telephone Division</i>	1	OCAHO	161	(1990)
<i>United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts</i>	1	OCAHO	54	(1989)
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)

Notice of Subpoena

<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	302	(1991)

Respondent

<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
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Service

<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO	770	(1995)
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Statute of Limitations

<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
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Subpoena

<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	428	(1992)
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	(1995)

Summary Decision

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
Duty to Pro Se Party				
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
Telephonic Conference(s)				
<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO	6	(1988)
Ten Day Notice Rule				
<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)
<i>United States v. Frank's Meat Company, a Sole Proprietorship</i>	3	OCAHO	513	(1993)
OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION				
Charge				
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1031	(1999)
<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
Citizenship Status				
<i>Frank Farzin Nickman v. Mesa Air Group</i>	9	OCAHO	1113	(2004)
Civil Money Penalty				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	(1994)

<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
Complaint				
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
Document Abuse				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
Ex Parte Communication(s)				
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
Filing of EEOC Charge Does Not Toll Limitations Period for Filing of IER/OSC Charge				
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
Filing of EEOC Charge Is Not A Condition Precedent to Filing of OSC Charge				
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
Generally				
<i>Alexsandr Yakubson v. Effective Security</i>	6	OCAHO	858	(1996)
<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)
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)
Intervenor				
<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	810	(1995)
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
Investigation(s)				
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1049	(2000)
<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)
Investigatory Period				
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1048	(2000)
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1052	(2000)
Jurisdiction				
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	(2018)
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
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<i>United States v. Super 8 Motel & Vilella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Copying Employment Eligibility Documents Doesn't Excuse Employer's Failure to Complete Section 2				
<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
<i>United States v. A&J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
Copying Verification Documents				
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Seven Elephants Distributing Corp.</i>	10	OCAHO	1173	(2013)
Creation of False Section 2 Attestations Is Substantive Violation				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Default				
<i>United States v. Alliance Construction, Inc.</i>	7	OCAHO	983	(1998)
Defense(s)				
<i>United States v. Alberta Sosa, Inc.</i>	4	OCAHO	720	(1994)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Anthony Borrelli and Sons, Inc.</i>	8	OCAHO	1027	(1999)
<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO	723	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
Employee's Documents Are To Be Independently Verified By the Employer, Not By the Employee				
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
Employee's Failure to Check a Box in Section 1 Attesting to Status is a Serious Violation				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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)
Form I-9				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. R&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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327		(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327		(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. 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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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

United States v. Golf International d/b/a Desert Canyon Golf 10 OCAHO 1214 (2014)

Failure to Ensure Employee Signs, Lists Immigration Status and A Number on I-9 Are Serious Violations

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1228 (2014)

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

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

Failure to Prepare

United States v. American Terrazzo Corporation d/b/a John Delallo Foods 6 OCAHO 877 (1996)

United States v. Corporate Loss Prevention Associates, Ltd. 6 OCAHO 908 (1997)

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

United States v. LFW Dairy Corporation 10 OCAHO 1129 (2009)

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

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

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

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

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

United States v. Golf International d/b/a Desert Canyon Golf 11 OCAHO 1222 (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. Horno MSJ, Ltd., Company 11 OCAHO 1247 (2015)

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

United States v. Imacuclean Cleaning Services, LLC 13 OCAHO 1327 (2019)

United States v. International Packaging, Inc. 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)
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
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 & Vilella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Failure to Properly Complete I-9 Less Serious Than Failure to Prepare or Present I-9				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Properly Complete Section 2 of the Form I-9 is a Serious Violation				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
Failure to Properly Complete Section 2 of the Form I-9 is a Very Serious Violation				
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
Failure to Properly Verify Documents in Form I-9 Section 2 Is Serious and Substantive Violation				
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Failure to Timely Prepare Form I-9 Is A Serious Violation				
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
Failure to Timely Prepare Form I-9 is Both Substantive and Serious Violation				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Two For Seven, LLC d/b/a Black & 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

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 (2019)

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)

Generally

United States v. Aegis Fashion, Inc. 1 OCAHO 239 (1990)

United States v. Anders Kampe d/b/a Kampe Motors, Ltd. 3 OCAHO 462 (1992)

United States v. Applied Computer Technology 2 OCAHO 367 (1991)

United States v. Bayley's Quality Seafoods, Inc. 1 OCAHO 238 (1990)

United States v. Big Bear Market 1 OCAHO 48 (1989)

United States v. Broadway Tire, Inc. 2 OCAHO 310 (1991)

United States v. Buckingham Limited Partnership d/b/a Mr. Wash 1 OCAHO 151 (1990)

United States v. Burns and Intra-Continental Enterprises 4 OCAHO 679 (1994)

United States v. Business Teleconsultants, Ltd. 3 OCAHO 536 (1993)

United States v. Business Teleconsultants, Ltd. 3 OCAHO 565 (1993)

United States v. Cafe Camino Real, Inc. 2 OCAHO 307 (1991)

United States v. Charo's Corporation d/b/a Charo's Restaurant 2 OCAHO 369 (1991)

United States v. Charo's Corporation d/b/a Charo's Restaurant 3 OCAHO 467 (1992)

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United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant 1 OCAHO 67 (1989)

United States v. Corporate Loss Prevention Associates, Ltd. 6 OCAHO 908 (1997)

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United States v. David Day d/b/a David Day Masonry 3 OCAHO 575 (1993)

United States v. Diamond Construction, Inc. 3 OCAHO 456 (1992)

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<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)
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<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)
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<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. Lazy Days South, Inc.</i>	13	OCAHO	1322 c	(2020)
<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)
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<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)
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<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)
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<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)
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<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Union Lakeville Corporation</i>	8	OCAHO	1019	(1998)
<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)
Most Paperwork Violations are Continuous Violations Until Cured or Until Retention Period Expires				

<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
No Expiration Date for Driver's License in Section 2 is Substantive if No Copy Attached				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
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<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)
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<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)
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<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)
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<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)

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United States v. Durable, Inc.

11 OCAHO 1231 (2014)

PARTIES

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<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>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	867	(1996)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
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<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
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<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)
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<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
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<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)
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<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	781	(1995)
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<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)

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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>Hernandez v. Farley Candy Company</i>	5	OCAHO	810	(1995)
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<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. WSC Plumbing, Inc.</i>	8	OCAHO	1045	(2000)
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<i>United States v. Auburn University</i>	4	OCAHO	688	(1994)
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<i>S. v. Neiman Marcus Group Settlement</i>	13	OCAHO	1323	(2020)
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<i>S. v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
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<i>United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.</i>	12	OCAHO	1291	(2016)
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<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
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<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)
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<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
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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. 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)
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<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
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<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)
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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. 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)
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<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)
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<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. 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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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)
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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Challenge to ICE Formula Inapposite Where Final Penalty Arrived at Independently by ALJ				
<i>United States v. M & D Masonry</i>	10	OCAHO	1215	(2014)
Civil Penalty Assessment for 1324b Cases Looks to the Totality of the Circumstances				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	(2015)
Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay				
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Difference in Seriousness of Violations May Be Reflected in the Final Penalty				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Double Jeopardy				
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
Employer's Previous Receipt of a Warning Notice Does Not Constitute History of Previous Violations				
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	(2016)
Employment of Unauthorized Aliens				
<i>United States v. Forsch Polymer Corporation</i>	10	OCAHO	1156	(2012)
<i>United States v. Nebeker, Inc.</i>	10	OCAHO	1165	(2013)
Enhancement Factor Based on Whether Specific Individual was Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)

<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(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. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

Failure to Prepare Form I-9 Generally Warrants Higher Penalty Than Do Errors or Omissions on Form

<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)

Failure to Prepare I-9 Among Most Serious Paperwork Violations

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

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

<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
Failure to Timely Prepare Form I-9 Is A Serious Violation				
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)
Generally				
<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	(1993)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	887	(1996)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)

<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO	712	(1994)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Local Building & 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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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)
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ICE Fine Guidelines Have No Binding Effect on OCAHO

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Knowing Hire

<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Occupational Resource Management, Inc.</i>	10	OCAHO	1166	(2013)

Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty				
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	(2017)
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	(2017)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	(2014)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
Leniency Toward Small Entities				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
Mitigation				
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO	714	(1994)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)

<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank & Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Morgan's Mexican & Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)

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

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Muniz Concrete & 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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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. Giambliis Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. JoneI, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
Employment of Unauthorized Alien(s)				
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
Factor(s)				
<i>United States v. De Luca's Market</i>	8	OCAHO	1039	(1999)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
Good Faith Defense				
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
Seriousness of the Violation(s)				
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
Size of Business				
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Party Moving for Summary Decision Must Show There Is No Genuine Issue of Material Fact				

<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
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Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	(2018)
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	(2016)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)
Prophylactic Purpose Best Served When Penalty Is Significant Enough to Prompt Change of Behavior				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Proportionality is Critical in Setting Penalties				
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	(2016)
Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Purpose is to Deter Repeat Violations and Encourage Others to Comply				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Purposes of Fines Are To Deter Future Violations & Encourage Compliance w/Verification Procesures				
<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
Reasonableness Based On Record As Whole and Statutory Factors in Particular				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
Referring to Discrepancies or Suspect Documents Does Not Alone Prove Employee is Unauthorized				
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)

Mere Reference to Information Discrepancies or Suspect Documents Insufficient to Prove

United States v. Platinum Builders of Central Florida, Inc.

10 OCAHO 1199 (2013)

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. Imacuclean Cleaning Services, LLC

13 OCAHO 1327 (2019)

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)

United States v. Romans Racing Stables, Inc.

11 OCAHO 1230 (2014)

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

12 OCAHO 1270 (2016)

United States v. SKZ Harvesting, Inc.

11 OCAHO 1266 (2016)

United States v. Solutions Group International, LLC

12 OCAHO 1288 (2016)

United States v. Speedy Gonzalez Construction, Inc.

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. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	(2019)
<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)
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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)
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Statute Does Not Prohibit Consideration of Unenumerated Factors

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(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)
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. 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)
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<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)
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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 Piotrek 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)

H-1B Visa Holders

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
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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)
Naturalized				
<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)
PLEA AGREEMENTS				
Collateral Attack				
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Generally				
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
PLEADINGS				
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. Garcia-Guaneros</i>	13	OCAHO	1334	(2020)
<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. R & SL Inc., d/b/a Total Employment and Management (TEAM)</i>	13	OCAHO	1333	(2020)
<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)
Answer				
<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)
Clarification				
<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)

<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326	(2019)
Complaint				
<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)
Dismissal				
<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)
Generally				
<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)
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)
Documents Attached to Complaint Considered Part of Complaint				
<i>S. v. Neiman Marcus Group</i>	13	OCAHO	1323	(2020)
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)
Failure to Respond				
<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. Garcia-Guaneros</i>	13	OCAHO	1334	(2020)
<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>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
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<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
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<i>Galdino Casillas Garcia v. McCarron Electric Company</i>	5	OCAHO	747	(1995)
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<i>United States v. Chums Corporation</i>	6	OCAHO	842	(1996)
<i>United States v. Feliciano Leon-Gutierrez</i>	6	OCAHO	875	(1996)
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	839	(1996)
<i>United States v. Harran Transportation Company, Inc.</i>	6	OCAHO	857	(1996)
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<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
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<i>United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)</i>	13	OCAHO	1333	(2020)
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<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324 a	(2019)
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)
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<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
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<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
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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. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326	(2019)
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<i>United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)</i>	13	OCAHO	1333	(2020)
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<i>United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)</i>	13	OCAHO	1333	(2020)
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<i>Jose E. Birisno Briceno-Briceno v. Farmco Farms</i>	4	OCAHO	629	(1994)
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<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)
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326	(2019)
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<i>Chand Wije v. Barton Springs/Edwards Aquifier C.D.</i>	4	OCAHO	645	(1994)
<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1018	(1998)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	(1994)
Speculation and Hypotheses Cannot Substitute Facts and Complaint Must Contain Well-Pleaded Facts				
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	(2016)
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<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
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<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	(1999)
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<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	(1994)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1047	(2000)
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<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	418	(1992)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
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<i>D'Amico v. Erie Community College</i>	7	OCAHO	927	(1997)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	664	(1994)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
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<i>Jack Huang v. Queens Motel</i>	2	OCAHO	343	(1991)
Where Problem With Cause of Action is Substantive, Repleading Would Be Futile				
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	(2016)

<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1272	(2016)
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<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	510	(1993)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	322	(1991)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	(1991)
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<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	(2016)
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<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Prevailing Plaintiff Is Presumed To Be Entitled To An Award of Attorney's Fees				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
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<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)

<p><i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid</i></p> <p>With Prejudice</p>	<p>12 OCAHO 1287 (2016)</p>
<p><i>Eusebio Huesca v. Rojas Bakery</i></p> <p>PRIVACY</p>	<p>4 OCAHO 654 (1994)</p>
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<p><i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i></p> <p>PRIVATE RIGHT OF ACTION</p>	<p>12 OCAHO 1271 b (2016)</p>
<p>Employer Sanctions</p>	
<p><i>Juan Manuel Alamprese v. MNSH, Inc.</i></p> <p>Generally</p>	<p>9 OCAHO 1094 (2003)</p>
<p><i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i></p> <p>Statute Does Not Authorize Private Individuals to File Complaints Alleging Section 1324a Violations</p>	<p>9 OCAHO 1083 (2002)</p>
<p><i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i></p> <p>PRIVILEGE CLAIM</p>	<p>12 OCAHO 1305 (2017)</p>
<p>Asserting Party Bears Burden of Establishing Privilege</p>	
<p><i>United States v. Durable, Inc.</i></p>	<p>11 OCAHO 1221 (2014)</p>
<p><i>United States v. Rose Acre Farms, Inc.</i></p> <p>Attorney-Client Privilege</p>	<p>12 OCAHO 1285 (2016)</p>
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<p><i>Mike De Leon, et al. v. Longoria Farms, et al.</i></p>	<p>13 OCAHO 1320 (2019)</p>

Attorney-Client Privilege Protects Substance of Communications, Not Mere Fact of Communications

Mike De Leon, et al. v. Longoria Farms, et al.

13 OCAHO 1320 (2019)

Business Records Used in Normal Course of Human Resource Duties Not Privileged

United States v. Rose Acre Farms, Inc.

12 OCAHO 1285 (2016)

Common Interest Privilege

Mike De Leon, et al. v. Longoria Farms, et al.

13 OCAHO 1320 (2019)

Conclusory/Boilerplate Objections Fail to Meet Burden of Establishing Privilege

United States v. Durable, Inc.

11 OCAHO 1221 (2014)

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Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1084 (2002)

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1087 (2002)

Mike De Leon, et al. v. Longoria Farms, et al.

13 OCAHO 1320 (2019)

United States v. Rose Acre Farms, Inc.

12 OCAHO 1285 (2016)

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United States v. Alberto Noriega-Perez

5 OCAHO 777 (1995)

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5 OCAHO 743 (1995)

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4 OCAHO 708 (1991)

United States v. Maria Elizondo Garza d/b/a Garza Farm Labor

4 OCAHO 644 (1994)

United States v. Mark Steven Carter d/b/a Dixie industrial Service Company

6 OCAHO 897 (1996)

United States v. Pedro Dominguez

6 OCAHO 910 (1997)

United States v. Roberto C. Davila

6 OCAHO 903 (1996)

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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
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<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	(2019)
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<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
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<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	(1993)
<i>Arnulfo Medina v. Bend-Pack, Inc.</i>	5	OCAHO	791	(1995)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO	605	(1994)
<i>Tito Ponce Chavez v. National By-Products</i>	4	OCAHO	620	(1994)
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	(1993)
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<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO	566	(1993)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
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<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)

<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
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<i>United States v. Alliance Construction, Inc.</i>	7	OCAHO	983	(1998)
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<i>Bienvenido Antonio Thompson v. Prestige Towing Services</i>	13	OCAHO	1309	(2018)
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<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
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<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	(1993)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	3	OCAHO	588	(1993)
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<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
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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>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO	605	(1994)
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<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)

PROTECTIVE ORDER

ALJ May Issue Protective Order Upon Showing of Good Cause

<i>Dave O'Brien Tingling v. City of Richmond, VA</i>	13	OCAHO	1324	(2020)
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332 a	(2020)
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326 a	(2019)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)

Certification(s)

<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
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<i>Dave O'Brien Tingling v. City of Richmond, VA</i>	13	OCAHO	1324	(2020)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332 a	(2020)
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326 a	(2019)

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<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1079	(2002)
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Ex Parte Communication(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 Aquifer C.D.</i>	4	OCAHO	635	(1994)
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1049	(2000)
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	813	(1995)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)

<i>United States v. Agripac, Inc.</i>	8	OCAHO	1017	(1998)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
Limit on Temporal Scope of Discovery Allowed Where Request is Overly Broad/Unduly Burdensome				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
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<i>Dave O'Brien Tingling v. City of Richmond, VA</i>	13	OCAHO	1324	(2020)
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332 a	(2020)
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326 a	(2019)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 b	(2016)
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<i>Dave O'Brien Tingling v. City of Richmond, VA</i>	13	OCAHO	1324	(2020)
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332 a	(2020)
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326 a	(2019)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
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<i>United States v. Agripac, Inc.</i>	8	OCAHO	1017	(1998)
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<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
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<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
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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. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
<i>William S. Monda v. Staryhab, Inc.</i>	8	OCAHO	1002	(1998)
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<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
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<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)
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<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
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<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
Definition of Independent Contractors				
<i>United States v. Saidabrор Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
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<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)

Factors to Consider in Determining Whether and Individual Is An Independent Contractor

<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
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<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>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	452	(1992)
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	445	(1992)
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<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
OCAHO Is Guided by IER's Regulations in Determining What Constitutes a Charge				
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305 a	(2018)
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	(2018)
Office of the Chief Administrative Hearing Officer				
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
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<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)
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<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
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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. Performance Printing Corporation</i>	5	OCAHO	779	(1995)

REHIRE

For Employee Rehired Within 3 Years, Previous I-9 Can Be Used In Lieu of Completing a New I-9

<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	(2015)
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<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)

REMANDS

Case Remanded to ALJ for Reassessment of Fine

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
Case Remanded to ALJ for Reassessment of Fine Based on Error of Fact and Law				

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
Case Remanded to ALJ Where Penalty Based on Erroneous Inference				

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
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United States v. ABC Roofing & Waterproofing, Inc.

2 OCAHO 358 (1991)

United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant

2 OCAHO 389 (1991)

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ALJ In 1324b Case Looks At Nature and Circumstances of Violation and Respondent's Conduct During Case

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms

11 OCAHO 1256 (2015)

Cease and Desist Order Required for Knowing Hire or Continuing to Employ Violations

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

11 OCAHO 1224 (2014)

United States v. Muniz Concrete & Contracting, Inc.

12 OCAHO 1278 (2016)

Civil Penalty Assessment for 1324b Cases Looks to the Totality of the Circumstances

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms

11 OCAHO 1256 (2015)

Liability Finding Under Section 1324b Requires Issuance of Cease and Desist Order

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms

11 OCAHO 1256 (2015)

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

11 OCAHO 1227 (2014)

REPRESENTATION

Attorney Representing Private Party and Appearing on Filings Must File Notice of Appearance

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

11 OCAHO 1246 (2015)

Class Action

Guy Santiglia v. Sun Microsystems, Inc.

9 OCAHO 1097 (2003)

Jose E. Birisno Briceno-Briceno v. Farmco Farms

4 OCAHO 629 (1994)

Terrence McCaffrey v. LSI Logic Corporation

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Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center

10 OCAHO 1131 (2009)

<i>Alexsandr Yakubson v. Effective Security</i>	6	OCAHO	858	(1996)
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	(1996)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	713	(1994)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
Gov't Must Treat Pro Se Party Lacking Legal Knowledge With Scrupulous Fairness				
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
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<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
Lay Representation				
<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
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<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
OCAHO Rules Do Not Apply to Representation Before a Complaint is Filed With OCAHO				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
OCAHO Rules Explicitly Allow for Representation By a Non-Attorney Under Certain Circumstances				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)

Pro Se

<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	3	OCAHO	588	(1993)

Request for a Hearing

<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
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Tax Protester

<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
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Withdrawal

<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	682	(1994)
<i>United States v. Maria Celia Aispuro-Nunez</i>	5	OCAHO	745	(1995)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)
<i>United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	(2018)

REQUEST FOR HEARING

Appearance

<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
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<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)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1089	(2003)
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Doesn't Apply if Cause of Action is Different Than In Earlier Case				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
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<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1047	(2000)
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306 a	(2018)
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
Issues Are Not the Same Where Second Action Involves Application of Different Legal Standard				
<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	(2015)
Res Judicata Inapplicable to Claims Not Adjudicated on Merits				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
RETALIATION				
Adverse Employment Action Occurs When Employment Decision Made and Communicated to Employee				

<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Based on Filing a Charge With OSC				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
Causation Requires a Showing that the Decisionmaker Knew of the Employee's Protected Activity				
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306 a	(2018)
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	(2016)
<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Cause of Action				
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
Cease and Desist				
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
Claims of Retaliation for Engaging in Union Activity Must Be Pursued in a Different Forum				
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
Complaining About Sexual Harassment Is Not Protected Activity Within the Meaning of Section 1324b				
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	(2015)
Counterclaim May Be Considered Retaliatory if it is Objectively Baseless				
<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. Hajiani 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)
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<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)
Retaliation Provision of Section 1324b Applies to any Individual, Not Just Protected Individuals				

<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
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)
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REVERIFICATION

Employer's Duty

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
Generally				

<i>Zelleka Getahun v. DuPont Merck Pharmaceutical Company</i>	8	OCAHO	1029	(1999)
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<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	829	(1995)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	696	(1994)
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	772	(1995)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)

Issues Not Properly Raised Below Cannot Be Raised for the First Time on Review

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271 a	(2016)
<i>United States v. M & 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>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320 a	(2019)
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<i>United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	(2018)
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>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320 a	(2019)
<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>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320 a	(2019)
<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 Discovered 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>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Jose Proto Alcaraz v. General Motors Corporation</i>	7	OCAHO	962	(1997)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)

<i>United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	(2018)
<i>United States v. Westin Galleria & Westin Oaks Hotel</i>	4	OCAHO	701	(1994)
Dismissal of Claims as a Discovery Sanction				
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320 a	(2019)
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)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	35	(1988)

Monetary Sanction Not Permitted for Failure to Comply With Discovery Order

<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320 a	(2019)
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<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)

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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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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)
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<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
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<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
<i>United States v. Kuo Liu</i>	1	OCAHO	235	(1990)
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<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
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<i>United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.</i>	4	OCAHO	656	(1994)
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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>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)
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<i>United States v. Mayfly Fashion, Inc.</i>	6	OCAHO	894	(1996)
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<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	645	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	854	(1996)
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)

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<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	136	(1990)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	214	(1990)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO	605	(1994)
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	461	(1992)
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	384	(1991)
<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO	776	(1995)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	514	(1993)
<i>United States v. Dennis M. Dolan d/b/a Old Ocean Beach Café</i>	2	OCAHO	388	(1991)
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	(1992)
<i>United States v. Flat Knitting Mills Company, Inc.</i>	2	OCAHO	317	(1991)
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	(1989)
<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO	770	(1995)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. Marcos Iniguez-Casillas</i>	6	OCAHO	870	(1996)
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)

<i>United States v. Nicolas Tinoco-Medina</i>	5	OCAHO	806	(1995)
<i>United States v. Prime Landscape Management, Inc.</i>	1	OCAHO	204	(1990)
<i>United States v. Sea Dart Trading Corporation</i>	2	OCAHO	336	(1991)
<i>United States v. Victor Hugo Baches-Corado</i>	3	OCAHO	571	(1993)
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<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)
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<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	645	(1994)
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	(1994)
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<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO	605	(1994)
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<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
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<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
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<i>S. v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)
<i>S. v. Neiman Marcus Group</i>	13	OCAHO	1323	(2020)
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<i>S. v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)
<i>S. v. Neiman Marcus Group</i>	13	OCAHO	1323	(2020)
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<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)
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<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)
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<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
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<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO	1011	(1998)
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<i>S. v. Neiman Marcus Group</i>	13	OCAHO	1323	(2020)
<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)
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<i>United States v. American Airlines</i>	8	OCAHO	1044	(2000)
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<i>S. v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)
<i>S. v. Neiman Marcus Group</i>	13	OCAHO	1323	(2020)
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>Olimpia Tovar v. United States Postal Service United States v. California Mantel, Inc.</i>	4	OCAHO	650	(1994)
<i>United States v. IBP, 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)
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<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
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<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)
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<i>S. 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)

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<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Olimpia Tovar v. United States Postal Service</i>	4	OCAHO	650	(1994)
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<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
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<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
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<i>S. v. Discover Financial Services, LLC</i>	12	OCAHO	1292	(2016)
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	432	(1992)
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
<i>United States v. Enrique Silva d/b/a J.B.'s Night Club</i>	8	OCAHO	1014	(1998)
<i>United States v. Sizzler Restaurants International, Inc.</i>	2	OCAHO	325	(1991)
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<i>S. v. Neiman Marcus Group</i>	13	OCAHO	1323	(2020)
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<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
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<i>United States v. Ferrantino Fuel Corp.</i>	13	OCAHO	1335	(2020)

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United States v. Ferrantino Fuel Corp. 13 OCAHO 1335 (2020)

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Benjamin Stephen Mackinnon v. The Financial Times 13 OCAHO 1316 (2019)

United States v. Carlos Antonio Aquino 5 OCAHO 818 (1995)

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Opportunity to Respond to a Motion to Dismiss All Claims

Benjamin Stephen Mackinnon v. The Financial Times 13 OCAHO 1316 (2019)

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United States v. Jabil Circuit, Inc. 10 OCAHO 1146 (2012)

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United States v. Cristina Galeas 5 OCAHO 790 (1995)

United States v. Israel Velasquez-Tabir 6 OCAHO 872 (1996)

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SIZE OF BUSINESS

ALJ Can Consider Public Policy of Leniency to Small Entities

United States v. 3679 Commerce Place, Inc. 12 OCAHO 1296 (2017)

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)

<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)

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<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)
<i>Yaming Shen v. Defense Language Institute</i>	9	OCAHO	1117	(2005)

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8 OCAHO 1046 (2000)

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United States v. Workrite Uniform Company, Inc.

5 OCAHO 755 (1995)

United States v. Zabala Vineyards

6 OCAHO 844 (1996)

Component of U.S. Department of Defense is Immune From Suit Before OCAHO

Washington Younggil Kim Jung Windsor

12 OCAHO 1294 (2016)

Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center

12 OCAHO 1279 (2016)

Congress Did Not Abrogate State Sovereign Immunity When It Enacted Section 1324b

Chiaha Ugochi v. North Dakota Department of Human Services

12 OCAHO 1304 (2017)

Victor Guerrero v. California Department of Corrections and Rehabilitation

11 OCAHO 1264 (2015)

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Chiaha Ugochi v. North Dakota Department of Human Services

12 OCAHO 1304 (2017)

D'Amico v. Erie Community College

7 OCAHO 948 (1997)

Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al

9 OCAHO 1074 (2001)

Howard Eugene McNier v. San Francisco State University College of Business

8 OCAHO 1030 (1999)

Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School

8 OCAHO 1022 (1999)

Massala Prince Reffell v. Prairie View A&M University

9 OCAHO 1057 (2000)

McNier v. San Francisco State University College of Business

7 OCAHO 998 (1998)

Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection

7 OCAHO 925 (1997)

Paul C. Iwuchukwu v. City of Grand Prairie

6 OCAHO 869 (1996)

Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos

10 OCAHO 1126 (2008)

United States v. New Mexico State Fair

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)
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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	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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<i>McNier v. San Francisco State University College of Business</i>	7	OCAHO	998	(1998)
Party Seeking Immunity From Suit Has Burden of Establishing that Eleventh Amendment Applies				
<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO	1304	(2017)
Section 1324b Does Not Contain an Express Waiver of Sovereign Immunity				
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
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<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	(2015)
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<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)
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<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)
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<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	(2016)
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	(2016)
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<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
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<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	(2016)
<i>McNier v. San Francisco State University College of Business</i>	7	OCAHO	998	(1998)
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<i>Akintunde Omoyosi v. Lebanon Correctional Institution</i>	9	OCAHO	1119	(2005)
<i>Raul A. Gonzalez v. Tri-Component Products, Inc.</i>	9	OCAHO	1118	(2005)
Alien(s)				
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
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<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
Unauthorized				
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Generally				
<i>Barbara Eva Labombarbe v. United States Air Force d/b/a Child Development Center</i>	3	OCAHO	515	(1993)
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Patricia Eunice Parkin-Forrest v. Veterans Administration Hospital</i>	3	OCAHO	516	(1993)
<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	302	(1991)

<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO	999	(1998)
Intending Citizen				
<i>Daniel D. Tiplea v. Reynolds Electrical & 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)
Permanent Resident				
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	(1994)
Persons Protected				
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
Puerto Rican				
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
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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

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

11 OCAHO 1227 (2014)

Statistics May Show Employer's Justification Is Pretextual

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

11 OCAHO 1227 (2014)

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United States v. H&H Saguaro Specialists

10 OCAHO 1147 (2012)

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

5 OCAHO 785 (1995)

Daniel Ojeda-Ojeda v. Booth Farms, L.P.

9 OCAHO 1121 (2006)

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4 OCAHO 646 (1994)

United States v. Workrite Uniform Company, Inc.

5 OCAHO 755 (1995)

Back Pay

United States v. Redi-Cut Foods, Inc.

4 OCAHO 659 (1994)

Civil Money Penalty

United States v. Armando Alvarez-Suarez

4 OCAHO 655 (1994)

United States v. El Azteca Dunkirk, Inc.

10 OCAHO 1172 (2013)

United States v. New China Buffet Restaurant

10 OCAHO 1133 (2010)

United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet

10 OCAHO 1192 (2013)

United States v. Red Lobster

4 OCAHO 631 (1994)

United States v. Robison Fruit Ranch, Inc.

6 OCAHO 855 (1996)

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

4 OCAHO 648 (1994)

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United States v. Armando Alvarez-Suarez

4 OCAHO 655 (1994)

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United States v. Oscar Eduardo Villatoro-Guzman

4 OCAHO 652 (1994)

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Gloria Ondina-Mendez v. Sugar Creek Packing Company

9 OCAHO 1085 (2002)

Roman Udala v. New York State Department of Education

4 OCAHO 633 (1994)

United States v. Robison Fruit Ranch, Inc.

6 OCAHO 855 (1996)

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

5 OCAHO 748 (1995)

Employers Not At Liberty to Create Own Alternative Employment Eligibility Verification Systems

United States v. Split Rail Fence Company, Inc.

11 OCAHO 1216 a (2015)

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<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)
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Hire/Hiring

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	661	(1994)
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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)

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<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
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<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 Aquifier 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)
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<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)

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<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)

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<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)
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<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&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)
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<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	(1991)
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO	809	(1995)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. Auburn University</i>	4	OCAHO	602	(1994)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Frank's Meat Company, a Sole Proprietorship</i>	3	OCAHO	513	(1993)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	695	(1994)
Complaint is Timely If Filed Within Five Years of the Date a Violation First Accrues				
<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)
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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>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)
Section 1324b Does Not Impose a Time Limit Within Which IER Must File a Complaint with OCAHO				
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326	(2019)
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				
<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271 d	(2017)
Generally				
<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271 d	(2017)
OCAHO Has Authority to Stay Enforcement of Agency's Own Order Pending Judicial Review				
<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271 d	(2017)
STAY OF PROCEEDINGS				
Generally				
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	363	(1991)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center</i>	1	OCAHO	135	(1990)
<i>United States v. DAR Distributing, Inc. d/b/a DAR Cabinets</i>	1	OCAHO	60	(1989)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	973	(1997)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	373	(1991)
<i>United States v. United Pottery Manufacturing & Accessories, Inc.</i>	1	OCAHO	51	(1989)
<i>United States v. United Pottery Manufacturing & Accessories, Inc.</i>	1	OCAHO	57	(1989)
SUBPOENAS				
Burden of Proof				
<i>In re Investigation of Modern Maintenance, Subpoena</i>	2	OCAHO	359	(1990)
Compliance				

<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1048	(2000)
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO	621	(1994)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	(1995)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	643	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
District Court Authority to Order Compliance and Find Party in Contempt				
<i>In re Investigation of Creative Resource Personnel, Inc.</i>	12	OCAHO	1299	(2017)
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
Form I-9				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
Generally				
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	404	(1992)
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
<i>In re Investigation of Carolina Employers Association, Subpoena</i>	3	OCAHO	455	(1992)
<i>In re Investigation of Chan's Apparel, Subpoena</i>	1	OCAHO	1	(1988)
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1048	(2000)
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1049	(2000)
<i>In re Investigation of Doctor's Hospital of Santa Ana, Subpoena</i>	1	OCAHO	194	(1990)
<i>In re Investigation of Florida Azalea Specialist, Subpoena</i>	3	OCAHO	523	(1993)
<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	428	(1992)
<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	437	(1992)

<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO	621	(1994)
<i>In re Investigation of Seafarers International Union, Subpoena</i>	3	OCAHO	498	(1993)
<i>In re Investigation of South Florida Tomato & Vegetable Growers Association, Subpoena</i>	1	OCAHO	237	(1990)
<i>In re Investigation of St. Christopher-Otilie, Subpoena</i>	1	OCAHO	2	(1988)
<i>In re Investigation of St. Christopher-Otilie, Subpoena</i>	1	OCAHO	3	(1988)
<i>In re Investigation of St. Christopher-Otilie, 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

In re Investigation of University of South Florida, Subpoena

8 OCAHO 1055 (2000)

Relevance of Information Sought

In Re Investigation of: NHS Human Services

10 OCAHO 1198 (2013)

Required Criteria for Enforcement

In Re Investigation of: NHS Human Services

10 OCAHO 1198 (2013)

SUBSTANTIAL COMPLIANCE

Copying and Attaching Documents Without Properly Completing I-9 Isn't Substantial Compliance

United States v. Super 8 Motel & Villella Italian Restaurant

10 OCAHO 1191 (2013)

Creation of False Section 2 Attestations Is Substantive Violation

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 (2015)

Generally

United States v. Corporate Loss Prevention Associates, Ltd.

6 OCAHO 886 (1996)

United States v. El Paso Hospitality, Inc.

5 OCAHO 737 (1995)

United States v. Jonel, Inc.

7 OCAHO 967 (1997)

United States v. Ketchikan Drywall Services, Inc.

10 OCAHO 1139 (2011)

United States v. Mark Steven Carter d/b/a Dixie industrial Service Company

6 OCAHO 865 (1996)

United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company

7 OCAHO 931 (1997)

United States v. Minaco Fashions, Inc.

3 OCAHO 587 (1993)

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

3 OCAHO 583 (1993)

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

3 OCAHO 533 (1993)

United States v. Tri-Component Product Corporation

5 OCAHO 821 (1995)

Paperwork Requirement(s)/Violation(s)

<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO	1154	(2012)
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	977	(1997)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)

SUBSTANTIVE VS. TECHNICAL/PROCEDURAL PAPERWORK VIOLATIONS

Creation of False Section 2 Attestations Is Substantive Violation

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
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Failure to Complete or Sign Form I-9 Section 2 Employer Verification Constitutes Substantive Violation

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)

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

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
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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)
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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)
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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)
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Failure to Print Employer Representative's Name in Section 2 May Be Substantive Violation

<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
Failure to Provide Issuing Authority for Form I-9 List B Document Is Substantive Violation				

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
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<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	(2016)
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<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
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Failure to Timely Prepare I-9 is Substantive - Not Technical or Procedural - Violation

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
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<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
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Government Not Required to Provide Notice and Correction Period for Substantive Violations

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)
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Notice and Correction Period Required for Technical/Procedural Failures Before Imposing Penalty

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
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Omitting Document Number/Expiration Date May Be Technical/Procedural If Document Copy Attached

<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
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SUMMARY DECISION

<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
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<i>Raul A. Gonzalez v. Tri-Component Products, Inc.</i>	9	OCAHO	1118	(2005)
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<i>Seidou Diarrassouba v. Medallion Financial Corporation</i>	9	OCAHO	1076	(2001)
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Abandonment

<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	(1994)
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<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	616	(1994)
<i>United States v. Private Brands Company and Private Brand, Inc.</i>	7	OCAHO	941	(1997)
Admission(s)				
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	4	OCAHO	718	(1994)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	742	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Maria Sourovova</i>	7	OCAHO	987	(1998)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO	805	(1995)
<i>United States v. Spring & Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
Affidavit(s)				
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>United States v. 1010 Morris Avenue Food Corporation</i>	6	OCAHO	885	(1996)
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	(1999)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
Hearsay				
<i>Martha Diaz v. Pacific Maritime Association</i>	9	OCAHO	1108	(2004)
ALJ May Consider Admissions on File for the Basis of Summary Decision				
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)

ALJ Must Accept As True Unrebutted Facts Established By Documentary Evidence or Affidavit

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites 11 OCAHO 1218 (2014)

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

ALJ Must Draw Reasonable Inferences In Favor of Nonmoving Party

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites 11 OCAHO 1218 (2014)

All Facts and Reasonable Inferences Viewed In Light Most Favorable to Nonmoving Party

Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority 13 OCAHO 1306 a (2018)

United States v. Agri-Systems d/b/a ASI Industrial 12 OCAHO 1301 (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. 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. Hair U Wear, LLC 11 OCAHO 1268 (2016)

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

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 (2019)

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

United States v. Lazy Days South, Inc. 13 OCAHO 1322 a (2020)

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

United States v. Senox Corporation 11 OCAHO 1219 (2014)

United States v. Solutions Group International, LLC 12 OCAHO 1288 (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)

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				
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
Civil Money Penalty				
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	(2016)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Private Brands Company and Private Brand, Inc.</i>	7	OCAHO	941	(1997)
<i>United States v. Walden Station, Inc.</i>	8	OCAHO	1053	(2000)
Completion of False Certification on Form I-9 Does Not Constitute Substantial Compliance				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Conclusory and Unsupported Allegations Do Not Provide an Adequate Basis for Summary Decision				
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	(2015)
Conversion from Motion to Dismiss				
<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO	1176	(2013)
<i>United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.</i>	12	OCAHO	1291	(2016)
Discovery				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>United States v. IBP, Inc.</i>	7	OCAHO	900	(1997)
Documentary Evidence				
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
Documentary Evidence Together With Proposed Stipulations May Be Sufficient to Establish Liability				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Evidence				
<i>Chand Wije v. Barton Springs/Edwards 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)
Direct Evidence				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
Generally				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
Sufficiency				
<i>United States v. Siwan & 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)
Filing of Cross Motions Does Not Require Summary Decision Be Issued in Favor of Either Party				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
Generally				
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Albert Gimein v. Department of Defense & Grumman Aerospace Corporation</i>	3	OCAHO	503	(1993)
<i>Amadeo Gonzalez v. Phoenix Motor Company</i>	3	OCAHO	410	(1992)
<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	(2003)
<i>Bassey J. Udofot v. 88 Vapor Technologies</i>	3	OCAHO	506	(1993)
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	528	(1993)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Gabriel Niyi Adepitan v. United States Postal Service</i>	3	OCAHO	416	(1991)

<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1127	(2007)
<i>Hector Cascante v. Kayak Club</i>	1	OCAHO	199	(1990)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	255	(1990)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO	430	(1992)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	418	(1992)
<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO	1134	(2010)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Omar Egal v. Sears Roebuck & Company</i>	3	OCAHO	442	(1992)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	(1992)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. A & B Carpet Steam Cleaning & General Services, Corporation</i>	1	OCAHO	219	(1990)
<i>United States v. Aegis Fashion, Inc.</i>	1	OCAHO	239	(1990)

<i>United States v. Aid Maintenance Company, Inc.</i>	6	OCAHO	893	(1996)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1	OCAHO	296	(1991)
<i>United States v. American McNair, Inc.</i>	1	OCAHO	167	(1990)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	4	OCAHO	718	(1994)
<i>United States v. A-Plus Roofing, Inc.</i>	1	OCAHO	209	(1990)
<i>United States v. Armando Palacio d/b/a La Bahia Restaurant</i>	1	OCAHO	230	(1990)
<i>United States v. Basim Aziz Hanna d/b/a Ferris & 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)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO	993	(1998)
<i>United States v. 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)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
<i>United States v. Neighbors of Hawaii d/b/a Tower of Power</i>	1	OCAHO	262	(1990)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	541	(1993)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	373	(1991)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
<i>United States v. Rosario Cuevas d/b/a El Pollo Real</i>	1	OCAHO	273	(1990)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	1	OCAHO	232	(1990)
<i>United States v. Sea Pine Inn, Inc. t/a Sea Pine Inn</i>	1	OCAHO	87	(1989)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	245	(1990)

<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	(1991)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
<i>United States v. Valencia Bar & Liquors, Inc.</i>	7	OCAHO	995	(1998)
<i>United States v. Weldco, Inc. and Weldco Components, Inc. d/b/a Weldco Products</i>	3	OCAHO	483	(1993)
<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO	56	(1989)
<i>United States v. William and Maria Sievert</i>	1	OCAHO	294	(1991)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)
<i>Zelleka Getahun v. DuPont Merck Pharmaceutical Company</i>	8	OCAHO	1029	(1999)

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

<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)

Issue of Fact Is Genuine Only If It Has A Real Basis in the Record

<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	(2017)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	(2016)

Jurisdiction

Leonor Garcia v. Tia Maria's Cantina & Mexican Restaurante

7 OCAHO 970 (1997)

Knowledge

Martin John Shortt v. Dick Clark's American Bandstand Grill

10 OCAHO 1130 (2009)

United States v. Felipe De Leon-Valenzuela

7 OCAHO 993 (1998)

United States v. Haim Co., Inc.

7 OCAHO 988 (1998)

Liability

United States v. American Terrazzo Corporation d/b/a John Delallo Foods

6 OCAHO 828 (1995)

United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant

5 OCAHO 729 (1995)

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

9 OCAHO 1095 (2003)

United States v. DJ Drywall, Inc.

10 OCAHO 1136 (2010)

United States v. Golden Employment Group, Inc.

12 OCAHO 1274 (2016)

United States v. Intelli Transport Services, Inc.

13 OCAHO 1319 (2019)

United States v. International Packaging, Inc.

12 OCAHO 1275 (2016)

United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.

6 OCAHO 851 (1996)

Modification(s)

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

5 OCAHO 760 (1995)

Motion for Summary Decision Treated As Motion to Dismiss

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

12 OCAHO 1284 (2016)

Motion to Dismiss Treated As Motion for Summary Decision Where Evidence Outside Pleadings is Considered

United States v. Split Rail Fence Company, Inc.

11 OCAHO 1216 (2014)

Movant Bears Initial Burden to Demonstrate Absence of Genuine Issue of Material Fact

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	(2016)
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	(2016)
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	(2016)
<i>United States v. 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. Lazy Days South, Inc.</i>	13	OCAHO	1322 a	(2020)
<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)
<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. Lazy Days South, Inc.</i>	13	OCAHO	1322 a	(2020)

<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	(2016)
<i>United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.</i>	12	OCAHO	1291	(2016)
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	(2016)

Summary Decision Does Not Issue Automatically Even If Nonmoving Party Fails to Respond to Motion

<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	(2016)
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	(2017)
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	(2016)

Unsworn Factual Allegations Cannot Create Genuine Issue of Material Fact

<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
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TAX PROTESTER

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)

Failure to State a Claim

<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Russell M. Hamilton v. The Recorder</i>	7	OCAHO	968	(1997)
<i>Susan K. Horst v. Juneau School District City and Borough of Juneau</i>	7	OCAHO	957	(1997)

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<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)

Subject Matter Jurisdiction

<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)

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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

Brief(s)	<i>United States v. Buffalo Transportation, Inc.</i>	11	OCAHO	1263	a	(2015)
Charge	<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	603		(1994)
	<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)
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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>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
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<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
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<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)
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<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	365	(1991)
<i>United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall</i>	2	OCAHO	353	(1991)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	181	(1990)
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<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)

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<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
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<i>Omar Egal v. Sears Roebuck & Company</i>	3	OCAHO	442	(1992)
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<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
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<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
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